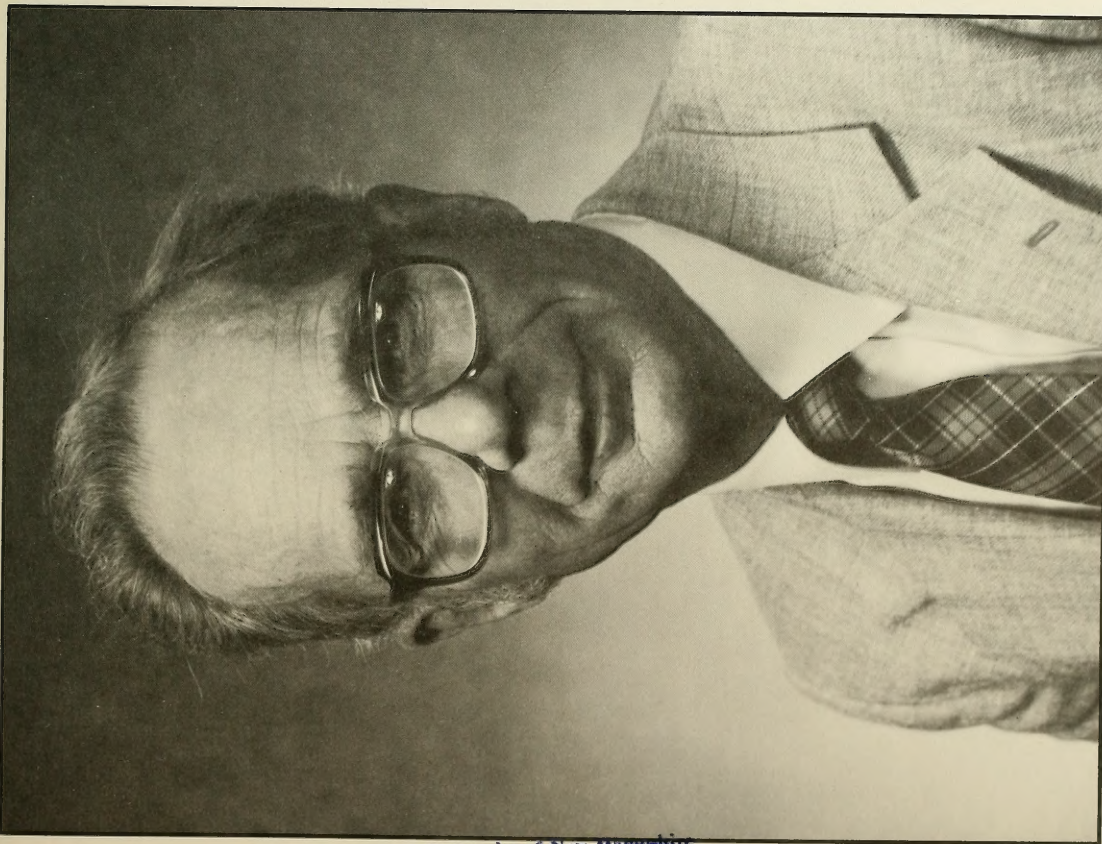


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# 1987

## Salem Community Calendar

1986  
Town Report



Lewis F. Soule

## Tribute to Lewis F. Soule

Lewis F. Soule — born in Salem August 11, 1924; died in Salem April 7, 1986 — left his imprint on New Hampshire's largest town as no other individual has done.

He was the elder son of a traditional "horse and buggy doctor" serving a quiet village of less than 3,000 people and the nurse from New Brunswick who came here to treat a patient and stayed on to marry Dr. Soule. Thus he grew up in a household, the common concern of which was to look after the people of Salem.

He came to know the roads and by-ways winding through Salem's 15,889 then-empty acres, riding around with his father, in the early automobile Dr. Soule had bought to replace his horse and buggy only a year or so after the boy was born.

He studied in Salem's classrooms, leaving Woodbury High School before his graduation to earn his diploma at nearby Mount Hermon.

World War II called him away, as it called away so many young people in the midst of this century, for service in the Pacific theater. After the war he studied as both an undergraduate at Harvard College and a graduate student at Harvard Law School.

Having earned his degree, he practiced law in Boston briefly, and for a few years in Manchester, before coming home in 1960 to open his own law office and to spend the rest of his life.

Those post-war years were the ones in which Salem was beginning to feel the effects of an explosive growth. In 1958, the young lawyer saw the need for change clearly enough to challenge the old-time leadership for a seat on the Board of Selectmen. He served on that Board through only one term, but it was a memorable term, in which Salem adopted the Town Manager form of government, drew up its first tax map, created the beginnings of a Planning Board and a Budget Committee.

Lewis Soule's role in local government shifted slightly, after the close of that single term on the Board, to Salem's legal counsel, an office which was nowhere written, but was universally understood. As the town's legal advisor, he came to know intimately the Town Meeting form of government, and the relationships between the State of New Hampshire and its towns and school districts. Doing so, he laid the basis for a law firm now recognized throughout New Hampshire as a leader in municipal law.

Successive Boards of Selectmen, and the Town Managers who served them, almost instinctively knew when the tough questions arose their responsibility was to "check it out with Lewie, first."

He left the ultimate decisions to the men and women who had been elected to that role, but each and every time Salem came to another perplexing crossroads as it grew into the state's largest town Lewis F. Soule's research and advice were brought to bear.



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DECEMBER  
1986

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FEBRUARY  
1987

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22	23	24	25	26	27	28

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Board of Selectmen  
Meeting 7:00 p.m.

Board of Adjustment  
Meeting

Conservation Commission  
Meeting 7:30 p.m.

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Planning Board  
Meeting 7:30 p.m.

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Board of Selectmen  
Meeting 7:00 p.m.

208 Water Quality  
Commission 7:30 p.m.

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Planning Board  
Meeting 7:30 p.m.

January 1987

# REPORT OF THE BOARD OF SELECTMEN

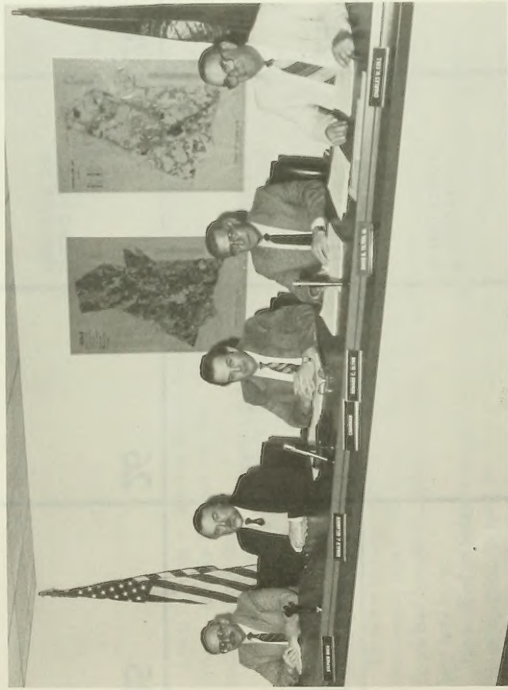
unanimous on all issues, but we feel comfortable that the overall direction of the past year was sound and positive.

In large part, 1986 was a year of motion; ahead, as the Route 28 construction project neared completion and Salem, "Looks Great with its New 28!"; ahead, as we saw substantial growth in our tax base result from the strong, healthy economic climate of New Hampshire; ahead, as we finally made the long-awaited connection to the Greater Lawrence Sanitary District, thereby ending a decade-long problem of waste water pollution; ahead, as we completed the emergency water system connection with the Town of Methuen, ensuring for the immediate future at least, a supply of potable water in a situation where our own supply proves to be inadequate.

As positive as the last year has been we must be increasingly sensitive to the storm clouds forming on the horizon; with the recent business problems experienced by Refuse Fuels, it is likely that we may again be faced with seeking a "permanent" solution to disposal of trash; it is becoming increasingly more clear that the long-term water supply requirements of the town may have to be met from within, necessitating the construction of a treatment facility on the shore of Canobie Lake; the problems of ground water pollution from faulty septic systems continue to pose an environmental threat which can not be ignored and we must continue to seek ways to abate this problem before our opportunity is lost. We must be committed, as a community, to attack these and other problems with enthusiasm and imagination in the next year if we are to continue to grow, prosper and maintain our position of leadership in the "Golden Triangle".

Individually, and as a Board, we salute those who contributed to the success of the past year; to the dedicated employees of the town who consistently rise to the challenge of serving; to the many volunteers who invest hundreds of hours so that we might have a better town; to the elected officials, at all levels, who seek to work in concert and harmony toward a more responsive government; we extend the gratitude of your community. To the citizens of Salem, who have briefly entrusted their town to our collective administration, we extend our sincere appreciation for the opportunity to serve.

Howard C. Glynn  
Chairman of the Board of Selectmen



L-R, Stephen Buco, Ronald Belanger, Chairman Howard Glynn,  
David Tilton, Sr., Charles Coll

1986 was a year of rebuilding and redirection. It was a year spent assessing our existing structure and evaluating how we might do a better job with the same or fewer resources. Our Town Manager, Tom Melena, worked hard to learn the intricacies and subtleties of our Town Meeting form of government; and while his education is far from complete, we believe he has come a long way toward understanding what makes Salem "tick". We have tried to provide Tom with guidance and direction while affording him the opportunity to set his own agenda. We have not been



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Board of Selectmen Meeting 7:00 p.m.	3 Board of Adjustment Meeting	4	5 Conservation Commission Meeting 7:30 p.m.	6	7
8	9	10 Planning Board Meeting 7:30 p.m.	11	12	13	14
15	16	17 Board of Selectmen Meeting 7:00 p.m. 208 Water Quality Commission 7:30 p.m.	18	19	20	21
22	23	24 Planning Board Meeting 7:30 p.m.	25	26	27	28
				JANUARY 1987 S M T W T F S 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		
				MARCH 1987 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		

# February 1987

# TOWN MANAGER ANNUAL REPORT

This year has been very active, to say the least, with the administrative offices involved in everything from labor negotiations to setting tax rates to staffing up new departments to acquiring necessary additional equipment and probably the most important, being involved in the long-term planning for the community. During this last year the Board and administration have authorized and contracted for studies involving the following: (1) Traffic, (2) Water options, (3) Solid waste, (4) Hazardous waste, (5) The Capital Improvement Program, (6) The Master Plan and (7) The Town storm/sewer plan. The reason for all of the above planning is to delineate the Town needs for proper infrastructure to provide the services that you, the citizens, want and need. It is much more beneficial to study a problem and issue and come up with a realistic solution than to just jump in and hope that the off-the-cuff answer that is given is the right solution.

It is becoming very apparent to people in my profession, as well as people at the State and Federal level that the building and replacement of the infrastructure of our local communities is going to be one of the major issues we must face in the near future. Even though we know these infrastructures are necessary we are seeing a shrinking dollar to help pay for those facilities. We no longer have available revenue sharing from the federal government. We no longer have grants available for sewer and water projects; very shortly we will no longer have available block grants for community development. As a result, the Federal and State governments are getting out of the financing of these facilities and that places that burden back on us. With that in mind, we must very carefully determine how we should spend our money so that we can get the most "bang for a buck".

I think an example of the above is the Route 28 project. The 2.2 miles of road from the Massachusetts border to Cluff Crossing Road cost approximately 6.5 million dollars. On the other hand,



Thomas M. Melena  
Town Manager

improvements that the Town made from Cluff Crossing to the Depot for the asphalt, cost \$135,000 and the improvements to the signal lights at Veteran's and 28 cost \$35,000. Those two improvements were done with Town funds under town contract and although it was not a total reconstruction of the road, it has provided us with a good, smooth driving surface and a substantially improved intersection for traffic control and turning movements on 28 and Veteran's. More and more, we are going to have to find cheaper short-term solutions that will solve the problem.

At the same time, this year the Town of Salem was able to decrease its local property tax rate by 10%. In 1985, the Town tax rate was \$12.99 per thousand, this year for 1986 that same tax rate is now \$11.50 per thousand. The accompanying graphs show the effect of this reduction on the total Town tax rate and shows the trend of the Town taxes from 1980. We are very hopeful that this trend will continue for next year and, if possible, the year after. Again, as administrators we need to realize that taxes cannot automatically go up and up and up. There comes a time when the burden on you, the taxpayers, must not keep on increasing. The Board of Selectmen has realized this and have given very specific direction to staff to control the tax rate. In the first year of my employment by the Town we have been able to do that and hope to continue with tax decrease in the future.

Lastly, I would like to thank the residents of the Town of Salem for their help and support during this last year and I look forward to working with you on the many issues that face us in the upcoming year. Thank you, very much.

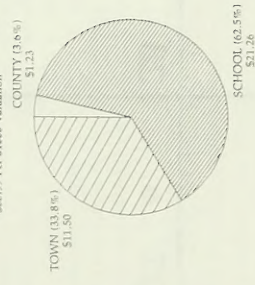
Thomas M. Melena  
Town Manager

## PROPERTY TAX ANALYSIS

	Town	County	School	Total	Valuation
1980	8.03	8.00	14.70	30.73	\$33,990,000
1981	9.60	1.30	16.50	27.40	89% 516,404,000
1982	9.50	1.40	18.80	29.70	85% 519,153,000
1983	11.43	1.32	18.42	31.17	78% 519,297,000
1984	10.63	1.46	19.06	31.17	68% 544,779,000
1985	12.99	1.23	21.26	35.48	60% 597,000,000
1986	11.50	1.23	21.26	33.99	42% 597,000,000

	Town	County	School	Total	Taxes
1980	4,270,256	480,403	7,846,595	12,595,255	
1981	4,957,478	671,325	8,520,666	14,149,469	
1982	4,931,953	726,614	9,760,076	15,418,644	
1983	5,768,212	765,285	10,585,212	17,118,709	
1984	5,769,740	795,157	10,566,221	17,131,118	
1985	7,388,400	784,910	11,676,971	19,850,281	
1986	6,865,060	734,263	12,691,405	20,290,727	

NEW TOWN TAX RATE - 1986  
\$33.99 per \$1000 Valuation



## LEGAL DEPARTMENT REPORT

Faced with rising legal expenses, the Town in 1986 established an in-house legal department to handle the criminal and civil work generated by the administration of government. The legal department consists of Municipal Attorney Robert D. Ciandella, Prosecutor Diane Gaspar and Secretary Andrea McPherson.

In the context of a shrinking federal government role, governing on the local level has become increasingly complex. As local governments assume more responsibility, they have become exposed to greater legal risks. The job of counsel is to measure those risks and anticipate legal exposure. Like a baseball umpire, legal counsel is working most effectively when there are few controversies and few disputes. When controversies occur, and it is inevitable in a world of competing interests that they will, the job of counsel is to assure that the Town is provided with the best possible legal representation in whichever forum the controversy is contested.



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29	30 Board of Selectmen Meeting 7:00 p.m.	31			FEBRUARY 1987 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	APRIL 1987 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

# March 1987

## POLICE DEPARTMENT ANNUAL REPORT

In terms of goals, objectives and accomplishments, the Police Department rates 1986 well. On the positive side while overall crime in Salem increased slightly, as it did nationally, the areas of serious crime and citizen safety remained relatively stable. While most neighboring communities of any size are recording increases in murder, rape and aggravated assaults, those crimes reflect but 2% of the incidents reported to Salem P.D. I am still concerned over the rate of larcenies, primarily shop lifting, and theft of vehicles. In spite of special efforts against these thefts we recorded increases.

Our Patrol Operations recorded a higher level of activity in both our normal traffic monitoring and in intensified efforts against DWI and other priority offenses. Over 300 impaired drivers were apprehended by our Officers on normal patrol and with special teams and the State Police DWI team another 300+ drivers were brought before the court.

### EQUIPMENT

This year we made a decision to hold off purchasing vehicles until new 1987 cars were available. Other factors resulted in delays in acquisition. As a result we experienced frustrations and higher than normal breakdowns in our fleet. Hopefully, allocations in the 1987 budget will relieve those problems. At this writing we are awaiting delivery of new cars, the Communications Console approved at last Town Meeting and an improved phone system.

### PERSONNEL

1986 Town Meeting approved three new Officers who were assigned to Patrol Operations right after January 1 of 1987. They will help in our effort to increase our basic patrol beats to provide better service. The new patrolmen, Mark Cavanaugh, Devin Kinneen and William Teuber are all



*John P. Ganley  
Chief of Police*

experienced Officers who have been working full time for other agencies. Dispatcher Susan Young and clerk Bernie Dupuis joined our full time staff along with part time Clerks, Terry Babcock and Linda Blackie. Two civilian employees, Dispatchers Gloria DeFrancisco and Marlene Hanson resigned. Clerk Phyllis Mason retired and Clerk Andrea McPherson moved to the Legal Department at the Municipal Building. Prosecutor Kathleen Dwyer joined the Legal Staff in Portsmouth. We welcome our new employees and wish the others well in their future activities.

This year our records personnel deserve accolades. In addition to putting our records on the computer and attaining daily input of activities (making us no more than 24 hours behind on the system) we took on the task of centralizing all warrants from the Salem District Court. That meant over 10,000 warrants from Salem, Windham, Atkinson and area State Police cases, dating back years, had to be reviewed, systematized and put into our computer system. That program and others are on-line due to personnel dedication.

The Officers and men and women of the Department continue to do what is expected and more. They remain committed to serving our citizens. Highly visible, strongly motivated, they retain their reputation throughout the State as among the best. With continual changes in the laws, methodology of practice and under increasing threat of liabilities and lawsuits, they do the job and do it well.

## TRAINING

We have increased our emphasis on police training and will do so again in 1987. Precedent setting case law, and court decisions, mandate that action. Every action, reaction, decision and statement it seems is subject to review at some point. Often it is like working under a microscope. Police work involves decision making under stress, usually without a great deal of time to prepare, often under volatile, emergency conditions. Today those decisions are reviewed, challenged and dissected by professional advocates looking for the slightest error of action, reaction or lack of action. To the Officer's credit only a very few of Police Officer decisions are ever found faulty. Statistically 99% of those Officer decisions stand the test. We must continue to give the Officer thorough training in the skills he needs.

## COMMENTARY

Growth in Salem seems to be constant. New businesses, new roads, new developments are everywhere. Services provided by the town obviously grow commensurately. The Police Department is hard pressed to stay abreast. Our mission is to provide the high quality, quick response, Law Enforcement our citizens deserve. We cannot compromise. We strive to be innovative and inventive. We look for a better way that is both cost effective and uncompromising.

Finally, it is obvious to us all that illicit drugs continue to pervade and threaten our society. Our efforts to combat the problem will be even greater in 1987. We will continue to make drug interdiction a high priority. We need your help. We cannot do it alone.

The Department is grateful to both our citizens and the elected community leaders for past support.

*John P. Ganley  
Chief of Police*



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Conservation Commission Meeting 7:30 p.m.	3	4
5	6	7 Board of Adjustment Meeting	8	9	10	11
12	13 Board of Selectmen Meeting 7:00 p.m.	14 Planning Board Meeting 7:30 p.m.	15	16	17	18
19	20 208 Water Quality Commission 7:30 p.m.	21	22	23	24	25
26	27 Board of Selectmen Meeting 7:00 p.m.	28 Planning Board Meeting 7:30 p.m.	29	30	<div> MARCH 1987 </div> <div> S M T W T F S  1 2 3 4 5 6 7  8 9 10 11 12 13 14  15 16 17 18 19 20 21  22 23 24 25 26 27 28  29 30 31 </div>	<div> MAY 1987 </div> <div> S M T W T F S  3 4 5 6 7 8 9  10 11 12 13 14 15 16  17 18 19 20 21 22 23  24 25 26 27 28 29 30  31 </div>

April 1987

## SALEM FIRE DEPARTMENT ANNUAL REPORT

During 1986, the members of the Salem Fire Department continued to upgrade the levels of fire protection and emergency medical service that are provided to the citizens of the Town of Salem. Although Fire Department activities continued to increase significantly, we are thankful that no fire deaths were reported during the year.

Staffing resources have been redistributed so that the North Salem Fire Station is now staffed round-the-clock with three full time personnel, including a Lieutenant and two firefighters. As a result, the initial emergency response capabilities have been significantly improved.

In order to provide supervisory staffing at the North Salem Fire Station, the following individuals were promoted to Fire Lieutenant.

Firefighter Leonard Eden  
Firefighter Thomas Laycock  
Firefighter John Prestosz

Inspector Michael Roberts

The Department also welcomed on board the following new full-time firefighters, who were chosen based on the results of rigorous written, oral and physical agility testing:

Kevin Breen, Jr.  
Ian Chamberlain  
Timothy Hawthorne  
John Judson

The Fire Department has undertaken a major computer analysis of its emergency response activities. This information has been useful in determining manpower and equipment deficiencies, and in measuring the impact of community growth on fire protection service. Computer analysis will continue to be an important aspect of Fire Department operations and Capital planning during 1987.

In early 1986, the Town took delivery of the Mack-Pierce 1,500 gallon per minute pumper that was funded by the 1984 Town Meeting. This truck replaced the 1969 Mack pumper, which is currently being overhauled after 17 years of front-line



*Donald B. Bliss  
Fire Chief*

The following individuals attended resident courses at the National Fire Academy in Emmitsburg, Maryland:

Deputy Chief A.J. Bodenrader—Interpersonal Dynamics for the Fire Service  
Capt. David Shanteler—Interpersonal Dynamics for the Fire Service  
Capt. Kevin Kimball—Interpersonal Dynamics for the Fire Service  
Lt. Richard Kimball—Interpersonal Dynamics for the Fire Service  
Lt. Arthur Barnes—Interpersonal Dynamics for the Fire Service  
Lt. Alan Briand—Fire Service Information Management  
Inspector Michael Roberts—Fire Prevention Specialist  
Firefighter Will Warnock—Hazardous Materials Tactical Considerations  
Communications Supervisor Alice Campbell—Interpersonal Dynamics for the Fire Service

The major capital improvement priority of the Fire Department for 1987 is an addition to the Central Fire Station and the renovation of the existing building. The Central Fire Station was designed over twenty years ago to accommodate the needs of a combination paid and volunteer Fire Department. The size of today's Fire Department, combined with a tremendous increase in administration, training, fire prevention, emergency medical and fire suppression functions have made the existing facility obsolete and severely overcrowded.

As we move into 1987, the officers, firefighters, dispatchers, and administrative staff of the Salem Fire Department continue to strive for excellence in the performance of their duties. We are truly proud to serve the citizens of the Town of Salem.

## 1986 STATISTICS

Fire Emergencies—1,240

Emergency Medical Services—1,608



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Conservation Commission  
Meeting 7:30 p.m.

Board of Adjustment  
Meeting

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Board of Selectmen  
Meeting 7:00 p.m.

Planning Board  
Meeting 7:30 p.m.

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208 Water Quality  
Commission 7:30 p.m.

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Board of Selectmen  
Meeting 7:00 p.m.

Planning Board  
Meeting 7:30 p.m.

31

May 1987

# COMMUNITY DEVELOPMENT

## PLANNING DEPARTMENT

The Planning Department has two major responsibilities:

- 1) Day-to-day administration of the Town's planning regulations (zoning, subdivision, and site plan ordinances) and;
- 2) Long-range planning for the community.

One indication of our administrative duties is the number of Planning Board agenda items. Each agenda item entails several meetings with the applicant to review plans, site visits, notification of abutters, preparation of staff comments, and compliance inspections. In 1986, the Planning Board acted on over 300 agenda items, about the same as 1985. A list of major projects approved by the Board is attached.

This year we also made substantial progress on long-range planning, including completion of the 1986 Master Plan (adopted by the Planning Board on September 3, 1986), preparation of a draft Capital Improvement Program to guide major town expenditures for the next six years, and drafting over two dozen zoning amendments to help implement the Master Plan. Assistant Planner Kathryn Welch, hired in July, was a key reason for our long-range planning accomplishments.

Other Planning Department highlights in 1986 include:

- 1) Preparation of an Open Space Preservation Report by Colby College intern Pam Christman.
  - 2) Supervision of the 208 Water Quality Advisory Committee's summer intern, Don Phillips, who produced the 1986 Water Quality Report (summaries available at the Town Municipal Building).
  - 3) Preparation of the 1986 Community Profile and the Development Handbook, a summary of the staff people, boards, and procedures involved in regulating new developments.
  - 4) Initiation of efforts to educate the public about the 1986 Master Plan, including slide show presentations to several community groups, articles in the Town Newsletter, two public forums (televised on the local cable TV station) and several public work sessions and hearings sponsored by the Planning Board.
  - 5) Separation of the Building/Inspections and Planning Department, and relocation to top floor of the Town Office.
  - 6) Staff support to the Wetlands Ordinance Committee appointed by the Board of Selectmen.
  - 7) Revision of Planning Board application fees to more accurately reflect the cost of clerical and staff support.
  - 8) Initiation of townwide traffic study by Vanasse-Hangen, Inc., a Boston-based consulting firm.
  - 9) Welcoming six (6) new members to the Planning Board: Stephen Buco (Selectmen's Representative), Robert Campbell, Richard Gregory, William Fry, Bernard Campbell, and James Thompson. Emile Corrente remains as chairman.
- The Planning Department's goals for 1987 include:
- A) Revise zoning, subdivision, and site plan regulations in conformance with the Master Plan. Priorities include: new sign ordinance; greater protection of wetlands, flood plains, and groundwater recharge areas; creation of greenbelts along rivers and streams; and provisions for affordable housing.
  - B) Continue efforts to educate the public about planning issues, through newsletters, public forums, presentations to community groups, etc.



Ross Moldoff  
Planning Director



Samuel Zannini  
Chief Building Official  
Health Officer

## BUILDING AND INSPECTIONS DEPARTMENT

January, 1986 began with the relocation of the Building Department from the lower level to the upper level of the Municipal Office Building. Many people coming into the Building Department for the first time after the move wore smiles. They were grateful they had survived the maze of corridors through the lower level to their destination—the Building Department. Familiar faces of Samuel Zannini, Rosemarie Hartnett, and Butch Kealey helped make the transition a smooth one.

The first floor location of our department was part of the Town Manager's "one stop shopping" program. After the initial confusion of arranging the department furniture and personnel, locating materials we were sure were lost, it became evident that the public did benefit from the availability of the Building Department, Planning Department and Engineering Department in the same area of the building. The effects of one stop shopping has proven to be beneficial to the departments, too. Along with the new location, the Building Department established a new procedure for the issuing of permits: all permits are issued by the inspectors during their normal office hours of 8:30am-9:30am and 4:00pm-5:00pm, Monday through Friday.

During 1986, Samuel Zannini was promoted to head of the Building Department. His duties include overseeing all department functions and duties relating to the Plumbing Inspector. Building Official Kenneth Diodati is the Building Inspector, he is a new addition to the department and his expertise in residential and commercial construction benefits those seeking construction permits and those planning construction projects.

It is interesting to learn of the many functions handled by the Building Department: permits for new residential and commercial construction and for alterations of same, garages, sheds, pools, fences, signs, yard sales, electrical permits, plumbing and gas permits, chimney permits; citizen concerns and we are responsible for enforcement of the codes of the Town of Salem which includes the building codes, the zoning ordinance and the Sanitary Food Code.

The Town of Salem continued to enjoy a prosperous year in construction with 128 single family dwellings, 30 duplex units, and 20 commercial buildings constructed during 1986. Major commercial projects completed during 1986 included: BJ's Wholesale Warehouse, Brook Properties Commercial Warehouses, Cuomo's, Furniture Barn Plaza, Nettles Plaza, Red Roof Inn and Salem Market Place. Construction of residential dwellings continues throughout the town and in major developments such as Captain's Village, Corinthian Heights, Homestead Development and Porcupine Circle.

Samuel Zannini, Chief Building Official  
Rosemarie Hartnett, Office Manager  
Kenneth Diodati, Building Official  
S.E. (Butch) Kealey, Building Official



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Board of Adjustment Meeting	3	4 Conservation Commission Meeting 7:30 p.m.	5	6
7	8 Board of Selectmen Meeting 7:00 p.m.	9 Planning Board Meeting 7:30 p.m.	10	11	12	13
14	15	16 208 Water Quality Commission 7:30 p.m.	17	18	19	20
21	22 Board of Selectmen Meeting 7:00 p.m.	23 Planning Board Meeting 7:30 p.m.	24	25	26	27
28	29	30			<div> <div>MAY 1987</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> </div> <div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> </div> <div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> </div> <div> <div>24</div> <div>25</div> <div>26</div> <div>27</div> <div>28</div> <div>29</div> <div>30</div> </div> <div>31</div> </div>	<div> <div>JULY 1987</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> </div> <div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> </div> <div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> </div> <div> <div>26</div> <div>27</div> <div>28</div> <div>29</div> <div>30</div> <div>31</div> </div> </div>

# June 1987

## DEPARTMENT OF ENGINEERING



*Edward Blaine  
Engineering Director*

Established in August, 1986 this department is responsible for engineering and construction contract administering associated with roads, sewers and water systems. Additionally, plan reviews of proposed development and inspection of subdivision construction is performed.

A special thank you to the "Engineering Team" of Frank DeCesare, Donna Mae D'Agata, Joe Chamberlain and Jim Brown.

Edward J. Blaine, Jr., P.E.  
Director of Engineering

## DEPARTMENT OF PUBLIC WORKS — UTILITIES DIVISION

Over the past year the Utilities Division has been actively involved in all Water and Sewer construction in Salem. Some of the major projects were:

- 1) Route 28 contracts, which included new drain and water lines.
- 2) New water and sewer lines on Lawrence Road, Wheeler Avenue, Floral Avenue, Hawthorne Street, Iris Avenue and Butler Street.
- 3) Sections of Main Street, School Street, Stiles Road, Pelham Road and Town Farm Road, Barron Avenue extension, Dandridge Avenue and Industrial Way were either installed or inspected by the Utilities Division. Due to the amount of construction over the past year, the Division has repaired 78 water breaks. It has replaced or rebuilt 41 fire hydrants, cleaned 27 sewer mains and repaired 32 manholes.

In addition to these projects, the Water Division is responsible for 130 miles of water mains, 570 fire hydrants, 1,520 water gates, 50 miles of sewer main, 425 manholes. The Division replaced 312

water meters, along with reading every meter. The maintenance of 7 sewer lift stations, 2 water towers, 2 wellsites, 2 water booster stations, 3 dams and the pumping station at Canobie Lake, which pumped over 700,000,000 gallons of drinking water last year.

Four special projects that took place last year were: (1) the closing of the Wastewater Treatment Plant, with all flows going to the Greater Lawrence Sanitary District (GLSD), (2) rebuilding of the control gates at Arlington Dam, (3) the change from gas to liquid chlorine for water treatment, (4) the drain down and repair of the Howard Street Water Tower. Additionally, the Division responded to 2,000 or more citizen concerns.

The Utilities Division consists of ten people who work as a team to create a professional working atmosphere.

## HIGHWAY DEPARTMENT

Drainage problems were corrected at 9 Joseph Road, 160' of 24" drain pipe was used on this project. Also, a drainage problem was repaired at 29 Joseph Road, using 150' of 12" drain pipe.

This Department assisted in the reconstruction of Route 28, raising and repairing catch basins.

The Highway Department was instrumental in the Town-wide Spring Trash Clean-up.

This Department razed the Old Stone Barn to make way for a parking lot at the Public Works Department.

Repairing and replacing of Street signs damaged either by vandalism or other sources.

Refurbishing of the Public Works Building and Office.

Future projects include the completion of the ballfields at Mary Queen of Peace. Also, a Town-wide catch basin cleaning and repairing along with brush cutting and grading and graveling of all roadsides.

## ANIMAL CONTROL

The Kennel has facilities for twenty (20) dogs and is located at the site of the former Wastewater

Treatment Plant, off of Route 28. The amount of Kennel fees collected this year was \$769.00.

This year the Animal Control Officer traveled 13,362 miles, responded to approximately fifty (50) animal bite reports. This is a marked increase of animal bite reports, picked up 273 stray animals and found homes for seven (7) animals.

In 1986, licenses were issued to 1,178 dogs.

## CEMETERIES & PROPERTIES DIVISION

### CEMETERIES

Work on new expansion at Pine Grove Cemetery will be completed in early spring of 1987 and should be ready for use in the fall of the year. This section will contain approximately two hundred (200) single grave lots, will start new expansion in 1987 for usage in 1988-89, we are averaging 115-120 burials a year and selling about 120 lots per year.

### PARKS AND PROPERTIES

This division was started in the spring of this year, consisting of two (2) men whose principal duties are to maintain all of our ballfields, and all of our public properties, such as the Town Common area. These men also assist in building maintenance jobs, some of this division's accomplishments this year have been construction of two (2) wooden bridges, one at Abnaki Park on Geremonty Drive and one between parking lots at the Salem District Court and the Municipal Office Building. Constructed a flower bed at the corner of Geremonty Drive and Veteran's Memorial Parkway for the Salem Garden Club, renovations at the new Recreation Office on Main Street and also the two levels at the Municipal Office Building.

Some of this division's projects for the New Year are, the cleaning of walking trails at Hedgehog Park and Abnaki Park as well as restoring some of the infields and outfields on some of our ballfields.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>JUNE 1987</p> <p>S M T W T F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 15 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28 29 30</p>	<p>AUGUST 1987</p> <p>S M T W T F S</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30 31</p>		1	2	3	4
5	6 Board of Selectmen Meeting 7:00 p.m.	7 Board of Adjustment Meeting	8	9	10	11
12	13	14 Planning Board Meeting 7:30 p.m.	15	16	17	18
19	20 Board of Selectmen Meeting 7:00 p.m.	21 208 Water Quality Commission 7:30 p.m.	22	23	24	25
26	27	28 Planning Board Meeting 7:30 p.m.	29	30	31	

July 1987

## ANNUAL REPORT FINANCE DEPARTMENT



*Gloria I. Kurisko  
Finance Director*

The Finance Department was active in 1986 with the implementation of the general ledger system, additional water and sewer billing and collection, adjustments in utility user fees, betterment assessments and training on a new payroll system.

Three new employees joined our work force between June and October, including two vacated and one new position of Accounts Receivable. The staff now consists of seven full time and one part-time position, including the Finance Director, Assistant Finance Director, Purchasing Coordinator, Accounts Payable, Accounts Receivable, Payroll, one full time and one part-time Utilities Clerks.

The major goals for 1987 will be the enhancement of the payroll system, up-grading of programs in the Utilities section and the installation of electronic meter reading devices, resulting in more productivity.

We were able to stabilize the tax rate in 1986 without affecting the services to residents and look forward to a 1987 Town budget that will reflect little or no increase in taxes.

## PERSONNEL DEPARTMENT

1986 continued to be a busy time for members of the Personnel Department staff. As has been the case in the past, the Department remained active in a wide-range of personnel administration and labor relations issues, and generally provided in-house technical assistance to all departments and employees.

In addition to these daily functions, the department oversaw the development and implementation of a new pay plan for non-affiliated employees and the oversight of the first year of the merit program.

Particular activity was generated in the efforts to fill several positions within the organization. Among those were Municipal Attorney, Assistant Attorney, Alternative Youth Program Coordinator, Mechanic, Light Equipment Operators, a variety of Clerks, Student Clerical Personnel, Senior Engineering Technicians, Public Works Director, Police Patrol Officers, and Fire Fighters.

As always, my deepest thanks to Personnel Assistant, Anne Priestley for her efforts in making 1986 a productive year for the Personnel Department.

Nicholas Manolis  
Personnel Director

## TOWN CLERK'S OFFICE

The Town Clerk's office had some major changes in 1986. Deputy Town Clerk Marjorie Jackson retired in May after 13 years of service in the Town Clerk's office. Mary Fawcett was appointed Deputy Town Clerk to fill that position. One of the clerk's positions was made part-time. Dee Mau was appointed to that 25-hour week position. Susan Norton remains a full-time Clerk and Ruth Hayes remains a part-time bookkeeper. 1987 will bring another major change to the Town Clerk's office. Automobile registrations will be done by a computer beginning January 2. This change should benefit you as it will make the process of titling and registering an automobile faster and more efficient. In the State of New Hampshire only one other municipality, Nashua, has a computer system for automobile registrations. We will be the only municipality that has the capacity for both titles and registrations printed by a computer.

Barbara Lessard  
Town Clerk



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>JULY 1987</p> <p>S M T W T F S</p> <p>1 2 3 4</p> <p>5 6 7 8 9 10 11</p> <p>12 13 14 15 16 17 18</p> <p>19 20 21 22 23 24 25</p> <p>26 27 28 29 30 31</p>	<p>SEPTEMBER 1987</p> <p>S M T W T F S</p> <p>1 2 3 4 5</p> <p>6 7 8 9 10 11 12</p> <p>13 14 15 16 17 18 19</p> <p>20 21 22 23 24 25 26</p> <p>27 28 29 30</p>					1
2	3 Board of Selectmen Meeting 7:00 p.m.	4 Board of Adjustment Meeting	5	6 Conservation Commission Meeting 7:30 p.m.	7	8
9	10	11 Planning Board Meeting 7:30 p.m.	12	13	14	15
16	17 Board of Selectmen Meeting 7:00 p.m.	18 208 Water Quality Commission 7:30 p.m.	19	20	21	22
23	24	25 Planning Board Meeting 7:30 p.m.	26	27	28	29
	30	31				

August 1987

## RECREATION DEPARTMENT

The Salem Recreation Department had a very productive year in 1986. The year started off with a move of our office to the Old Town Library building on Main Street. The move quickly preceded our sponsorship of the N.H. Special Olympics Basketball Tournament where over 300 special olympians from around the State participated in the 2-day tournament.

A clear, cool day on April 20th saw over 250 children participate in our Annual Fishing Derby.

We had a very successful summer with our playground program and special summer events, especially the July 4th celebration. The annual Town Halloween Party, co-sponsored with the Salem Community Alliance was a "ghostly" good time with our 400 youths coming dressed for the occasion. Our Christmas Season was a busy one with the Boston Globe pre-season ski show, our Christmas Craft Workshop and the Santa Claus calling program.

Besides these highlights, the Recreation Department offered over 30 bus trips and 100+ skill programs during the year, along with our comprehensive Special Needs Programs and our Youth Intramural After School Programs. Overall, these numbers and programs look impressive and are important for the departments continued success. However, even more important is the quality of our programs and this year we have put special effort to improve the quality in our programs and will continue to do so.

To make all this happen, the Recreation Department depends upon part-time employees, volunteers, local service clubs and businesses to meet our various needs to provide quality recreational services. We want to thank you all for a very successful 1986 year.

In summary, the Recreation Department offers positive recreation experiences for the citizens of Salem. These programs are real alternatives from daily stress, alcohol, drugs and the television set. We challenge you to become an active participant in one of our programs, or some other positive

self-directed activity. Recreation needs to be seen as a high priority in each of our lives.

"Life. Be in it."



July 4th, 1986



July 4th, 1986



Fishing Derby

## SALEM SENIOR CENTER

The Salem Senior Center has special programs Monday through Friday. All programs are well attended, proving the adage, "the proof of the pudding is in the eating".

Feasibility is the watchword and old programs may be replaced by new ones if a program is not interesting.

The dancing classes are a good source of exercise for the Seniors. Socializing before and after lunch is something many seniors need. Socializing is also accomplished at the dancing classes, card games, beano, ceramics or just sitting and talking.

The Town Crier, the senior newspaper sent out every other month for seniors, the editing of the Salem Senior News, which is published in both town newspapers, is readily handled by Ms. Robinson. The newscast of senior news broadcasted over WVNH is also handled by Ms. Robinson. The ceramic pieces made by the ceramic class have won may first and second place prizes at the Annual Ceramic Fair.

Several area politicians visited the Senior Center to inform the Elderly of their platforms for the coming elections.

The staff is willing to listen and implement new ideas if feasible. There is excellent communication between seniors and staff. Suggestions are encouraged and weighed.

The many benefactors of the center are much appreciated and we thank them for their support.

### PROGRAMS

#### GAMES

4's  
Beano  
Whist

#### MUSICAL

Aerobics  
Line Dancing  
Square Dancing

#### ARTISTIC

Arts and Crafts  
Ceramics  
Painting

#### HEALTH & NUTRITION

Blood Pressure  
Homemaker Care Service  
Salem Visiting Nurse Association  
Meals on Wheels  
Hot Lunches  
Annual Health & Information Fair  
Medicare Seminar  
Extra Flu Shot Program

#### MISCELLANEOUS

Identification Cards  
Butter & Cheese Dist.  
Paralegal  
Newsletter  
IRS  
Taxi Voucher Service  
Litheline

### SPECIAL EVENTS

Valentine Dance  
Easter Dinner  
Halloween Dance  
Thanksgiving Dinner  
Christmas Party  
New Year's Eve Gala  
Occasional Day Trips

Monthly Senior Center Dances  
Choral Variety Show  
Recognition Day Dinner  
Clam Bake  
Kingston State Park Picnic  
Octoberfest

Sally Sweet  
Coordinator for the Elderly



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Board of Adjustment Meeting	2	3 Conservation Commission Meeting 7:30 p.m.	4	5
6	7 Board of Selectmen Meeting 7:00 p.m.	8 Planning Board Meeting 7:30 p.m.	9	10	11	12
13	14	15 208 Water Quality Commission 7:30 p.m.	16	17	18	19
20	21 Board of Selectmen Meeting 7:00 p.m.	22 Planning Board Meeting 7:30 p.m.	23	24	25	26
27	28	29	30		AUGUST 1987 S M T W T F S 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	OCTOBER 1987 S M T W T F S 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

# September 1987



*Kelley Library Staff*

## BOARD OF TRUSTEES ANNUAL REPORT

The trustees of the library would like to point out to all the citizens of Salem that we have changed our name to "Kelley Library and Information Center." This was done so as to remind people that the library is not merely a depository of books but a source of knowledge for all its citizens as the "information explosion" of the late 20th Century begins to unfold. We hope that you will make good use of our new "Center."

Respectfully submitted

Richard J. O'Shaughnessy, Chairperson  
Anna Willis  
Bertice Woodbury  
Kelley Library Board of Trustees

## DIRECTOR'S REPORT

1986 has been another year of challenge and of change for the Kelley Library.

The Children's Department of the library faced with challenge of its most successful year ever—with a 30% increase in circulation over 1985. The overwhelming success of the Children's Department's Summer Program put tremendous demands on all involved, but Sheila, Nannette and Coralyn are looking forward to another such summer program during 1987.

Another challenge has been in dealing with your overwhelming response to our new video cassette collection, which has surpassed all expectations and has proved to be the most popular new service ever undertaken by the library. We now have approximately 500 cassettes in our constantly growing collection, but demand has been so great that it seems to continually outstrip supply. During 1987, we plan to begin integrating non-fiction cassettes (such as diet, exercise, sports, business, how-to, etc.) with books in the same subject categories in the adult non-fiction collection and increase the borrowing period to that of books. Feature films and entertainment video cassettes will continue to be shelved as a separate collection and remain at the two-day circulation period.

There have been significant changes at the Kelley Library during 1986 as well as challenges. During the summer, both Meg Maurer and Mary

Gwosch, our reference librarians, resigned to accept positions elsewhere. We are pleased to announce that Debbie Berlin is now the Senior Reference Librarian and Dawn Lemay, who joins us from a Boston library, is Assistant Reference Librarian. Debbie and Dawn will continue the high level of informational assistance you have come to expect from the library. We are also pleased to announce that Jean Williams has been appointed to the position of Technical Processing Librarian and Natalie Ducharme to the position of Head of the Circulation Department. Nannette Dow is currently on maternity leave and Coralyn Weghorst has been filling in for Nannette in the Children's Department.

The library building has also undergone some changes during 1986. The most apparent change is probably the new exterior security lighting. Inside, we have added a small Conference Room to the Lancaster and Beshara meeting rooms on the lower level of the library. The Conference Room, seating eight, is available to any Salem group or organization free of charge.

Our final major change in 1986 was long overdue. In early October, we installed a new Gaylord Circulation System to increase our accuracy and efficiency, and began the re-registration of all of our borrowers. This re-registration, never done before, was partially in response to our old and overflowing registration files and partially to more effectively process the circulation of library materials. As of December, approximately 4,000 adult and 1,000 juvenile borrowers have been re-registered and are using their new borrower's I.D. Cards.

Unfortunately, one aspect of the library has not changed and that is our rate of stolen or missing library books, which continues unabated. Two years ago, an inventory indicated that approximately 1,000 books per year are being stolen. At the low estimate of about \$20.00 per book, that comes to \$20,000 a year in stolen books. We are therefore again asking for community support for a Book Theft Detection System for the library in hope that this system will cut these losses and you will again be able to find all the information you need when you visit the library. This is the final change, and a challenge that must be met if we are to continue to provide quality library service to the community of Salem, N.H.

Respectfully submitted,

Edward V. Reed, Director  
Eleanor Strang, Assistant Director



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>SEPTEMBER</b> 1987 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>NOVEMBER</b> 1987 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			<b>1</b> Conservation Commission Meeting 7:30 p.m.	<b>2</b>	<b>3</b>
<b>4</b>	<b>5</b> Board of Selectmen Meeting 7:00 p.m.	<b>6</b> Board of Adjustment Meeting	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>11</b>	<b>12</b>	<b>13</b> Planning Board Meeting 7:30 p.m.	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b> Board of Selectmen Meeting 7:00 p.m.	<b>20</b> 208 Water Quality Commission 7:30 p.m.	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b> Planning Board Meeting 7:30 p.m.	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>

October 1987

## SALEM DISTRICT COURT



*Salem District Court*

The Salem District Court processed 14,408 cases in 1986, a slight decrease in last year's total of 15,408 (9%).

It is expected that the State of New Hampshire will be taking over the town's probation department as of July 1, 1987. The adult probationers will be supervised by the Department of Corrections and the juvenile offenders will be managed by the Division of Children and Youth Services. It is hoped that these departments will provide the same level of service that has been provided to the community in the past by the local department.

I am extremely concerned that the juvenile diversion programs we now have will be eliminated in the state takeover. It would be a tremendous loss to the community. The focus of the program is delinquency prevention. Instead of bringing youngsters into court on delinquency petitions, they are placed in a supervised diversion program. We then attempt to identify the individual's problems, teach them that they are responsible for their own actions, and develop a constructive case plan to produce beneficial results.

The court only processed 182 juvenile petitions this past year. If the diversion program was not available, an additional 200 cases could have been brought. Also, people are requesting assistance as there is no court involvement.

These services are so critical to the well-being of the youngsters of this community that the Town of Salem should consider funding a juvenile service officer.

## REPORT OF THE PROBATION DEPARTMENT JUVENILE DIVISION SALEM DISTRICT COURT

The Probation Department also deals with the so-called "status offenders," those youths who habitually disobey the lawful demands of their parents, school officials, and others in various positions of authority. They are generally referred to as uncontrollables, truants, and runaways. Services provided include problem assessment, direct counseling, psychological evaluation, alternative placement (foster care, group homes, institutional), and outside agency referral. The principal focus of this department is delinquency prevention. An effort is made to prevent Court action by way of an elaborate diversion process which zeros in on various "symptoms" of delinquent behavior. Once these symptoms are identified, the wheels can be set in motion in terms of a plan for corrective action. In order for such a plan to produce beneficial results, parental participation and cooperation in the process is absolutely critical. Success in changing negative behavior patterns is often directly proportional to the extent in which parents are willing to actively participate in creating such change.

Raising children is a monumental task, and the decision to raise children carries with it an equally monumental responsibility. Every parent, regardless of educational or social-economic standing has problems from time to time in the trying business of producing mature, stable, responsible,

productive adults from helpless, screaming infants. Some parents see it as a labor of love, some see it as just labor. However you see it, what is important for you to know, is that help is available. Don't wait until what may appear to be routine behavior problems become unmanageable. Early identification remains an indispensable tool in problem resolution.

For further information or consultation, contact the Chief Probation Officer, Brad Mulhearn at 893-e597.

Robert D. Marshall  
District Court Judge

## SALEM PROBATION DEPARTMENT ADULT DIVISION

Probation in Salem is an inexpensive and effective means of disposing of criminal and juvenile cases while providing appropriate supervision of offenders, protection for society and rehabilitation that returns to the community a productive, tax-paying citizen.

Currently, the Adult Probation supervises in excess of 140 cases to include adult and juvenile offenders and is responsible for the alternative sentencing program involving public service projects throughout the community. In addition, the Department collects indigent fees and oversees approximately 200 DWI offenders who are referred to the Alcohol Awareness Program.

Throughout its activities, the Adult Probation Department keeps the Court informed of a person's progress and makes recommendations as to his or her adjustment in relation to society's expectations based upon the Probation Officer's working knowledge and final assessment of the individual.

Arthur H. Wyman  
Probation Officer  
Salem District Court



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Board of Selectmen Meeting 7:00 p.m.	3 Board of Adjustment Meeting	4	5 Conservation Commission Meeting 7:30 p.m.	6	7
8	9	10 Planning Board Meeting 7:30 p.m.	11	12	13	14
15	16 Board of Selectmen Meeting 7:00 p.m.	17 208 Water Quality Commission 7:30 p.m.	18	19	20	21
22	23	24 Planning Board Meeting 7:30 p.m.	25	26	27	28
29	30 Board of Selectmen Meeting 7:00 p.m.				OCTOBER 1987 S M T W T F S 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	DECEMBER 1987 S M T W T F S 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

# November 1987

# THE HOUSING AUTHORITY OF THE TOWN OF SALEM

Salem, New Hampshire



*Salem Housing Authority, L-R, Bertrand H. Duvernay, Michael Carney,  
Nancy Rochira, Executive Director, Delbert Downing, Chairman,  
Raymond Bower, Doris Beshara*

The Salem Housing Authority operates the Public Housing Program funded by the Department of Housing and Urban Development, assisting one hundred and fifty (150) eligible households. The Authority received an additional allocation of units under the Section 8 Housing Assistance Payments Program in 1986 and now assists forty-two (42) households under this program; subsidizing rentals with private landlords.

CIAP (Comprehensive Improvements Assistance Program) funds were received from HUD enabling the Authority to provide installation of energy efficient window panels, additional roof insulation, as well as energy efficient hot water heaters and lighting in common areas. The project was successfully completed and closed out in 1985-1986.

1986 was a year of change for rent levels, as all assisted households now pay thirty percent (30%) of adjusted income for rent. Assistance was provided on the basis of tenants paying twenty-five percent (25%) of income for rent in the past, phasing up to the thirty percent level in 1986. This is evidence of the Federal Government's attempt at reducing subsidy levels for assisted housing.

Of course the need for additional assistance is extensive as reflected by the Authority's Waiting Lists of over two hundred and fifty (250) applicants for Public Housing and Section 8. An analysis of the Waiting Lists reveals that some applicants (elderly and families) are paying over fifty percent (50%) of income for rent. Federal funding for construction of new units is virtually nonexistent and thus, we are working on the possibility of entering into a program in cooperation with the State Housing and Finance Authority. Our agency has worked with the Town to acquire land for development of units in concert with the State Agency. Research of this possibility still continues and will continue, but no definitive or concrete plans are in place at this time.

It was with a great deal of pride in 1986 that the Salem Housing Authority accepted the NAHRO Award for Project Design Excellence for New England. Teller Circle was in competition with several other housing projects and was selected as the New England Award winner for its outstanding architectural design and unique construction concepts.

A very valued member of the Authority retired in 1986. George Gelt, senior Commissioner of the SHA who served with the utmost dedication since 1971, retired in March of 1986, deciding not to seek reappointment. George's loyalty and commitment shall be long remembered.

The Salem Housing Authority takes this opportunity to thank the Town of Salem for its support and cooperation. The Authority will continue its efforts to expand housing assistance despite reduced Federal Funding, always progressing to achieve our objective to better serve the community.

Respectfully submitted,

Nancy M. Rochira, PHM  
EXECUTIVE DIRECTOR

## BOARD OF COMMISSIONERS

Delbert J. Downing, Chairman  
Michael J. Carney, Vice-Chairman  
Raymond A. Bower  
Bertrand H. Duvernay  
Doris Beshara

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Board of Adjustment Meeting	2	3 Conservation Commission Meeting 7:30 p.m.	4	5
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13	14 Board of Selectmen Meeting 7:00 p.m.	15 208 Water Quality Commission 7:30 p.m.	16	17	18	19
20	21	22 Planning Board Meeting 7:30 p.m.	23	24	25	26
27	28 Board of Selectmen Meeting 7:00 p.m.	29	30	31	<div> <div>NOVEMBER 1987</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> </div> <div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> </div> <div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> </div> <div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> <div>26</div> <div>27</div> <div>28</div> </div> <div> <div>29</div> <div>30</div> </div> </div> <div> <div>JANUARY 1988</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> </div> <div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> </div> <div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> </div> <div> <div>24</div> <div>25</div> <div>26</div> <div>27</div> <div>28</div> <div>29</div> <div>30</div> </div> <div> <div>31</div> </div> </div>	

December 1987



## DERRY VISITING NURSES ASSOCIATION

Derry Visiting Nurses Association believes that the overall health of any community springs from the health of each individual, family and group within the community. We also believe that many different services are effective in supporting individual health. Since 1979, Derry VNA has provided Salem residents with homemaking service, a very vital link in the chain of services which helps individuals to stay as healthy as they can be, and live independently as long as they can.

Homemaker services are provided to meet a need related to problems of chronic or temporary illness, problems of aging, handicapping conditions, or family stress. A nurse-supervisor makes a home visit to each client admitted to help the client assess needs and plan for services. Homemaking services are carefully tailored to the individual client to assure that the most needed tasks for his/her household are accomplished. A statistical unit of service is one half hour of in-home service; a typical visit consists of four units. The Salem town allocation for this past year has been combined with funds granted by the State of New Hampshire and modest client donations to provide this service.

In the 1985-86 year Derry VNA also provided a significant number of units of HELP service for Salem residents. HELP is a full fee, private pay service which provides respite care, in-home day care, adult sitting and various other in-home services. (Also listed in the statistical report below are a minimal number of other visits which were provided in special situations.)

In addition to services provided to individuals in Salem, Derry VNA is very pleased to be able to work with various Salem organizations in the Healthy Older People initiative. "HOP" is a program of education and community activities sponsored by the United States Department of Human Services and the New Hampshire Bureau of Health Promotion.

As this service of New Hampshire grows in population and more services are needed by our residents, it becomes ever more important for helping organizations to work together. Derry VNA is anxious to cooperate with local agencies to ensure that Salem residents receive the best service possible.

## WELFARE DEPARTMENT

Salem's Town Welfare Department offers a safety net, temporarily providing assistance in the form of vouchers for food, shelter, heat, utilities, and other necessities to residents who have no other resources to get through difficult times or crises. The Town assisted 124 households in need of general assistance in 1986 at a cost of \$42,654. The greatest expense was in housing which has been the trend in recent years because of the lack of affordable and low income housing in Salem. The Town Welfare Office also incurred costs of \$3,344 for court ordered youth expenses, and \$7,611 for the local share cost of State administered programs: Old Age Assistance, Disability and Nursing Home Care. These expenses will be the responsibility of the State and Rockingham County in 1987.

Local welfare reforms in 1986 encouraged local involvement and local resources in solving problems at the community level. Accordingly, the Town Welfare Department is involving itself in developing alternative youth programs for troubled children, such as a Big Brother/Big Sister Program.

One of our goals is to continue to coordinate services and work closely with other agencies to better serve Salem's needy.

We want to send out a special thanks to these community spirited groups: Salem Community Alliance, Pleasant Street Methodist Church, Salem Kiwanis Club, K-Mart, Salem Bikers, and Town Municipal employees for providing Thanksgiving and Christmas baskets, turkeys, and Christmas presents for children of needy families.

Bob Lorranger, Welfare Administrator  
Jean Knight, Senior Clerical  
Alfreda Payne, Youth Worker

Chairman, Howard C. Glynn  
Vice Chair, Ronald J. Belanger  
Stephen Buco  
David B. Tilton, Sr.  
Charles W. Coll

Board of Selectmen  
Term - three (3) years  
Elected - five members

Admin. Asst., Catherine Violette  
Switch. Op./Clerk I, Gimni Johnson

Town Manager  
Thomas M. Melena

Personnel

Personnel Director, Nicholas Manolis  
Personnel Asst. Anne Priestley

Fire - 59 Officers  
5 Provisional  
5 Civilians

Fire Chief Donald Bliss  
Deputy Chief A.J. Bodenrader  
Admin. Secretary,  
Pat Dreyer  
Captains (4)  
Fire Marshall (1)  
Firefighters (42)  
Dispatchers (4)  
Lieutenants (16)

Police - 49 Officers  
13 Civilians  
37 P.T.

Clerk I,  
Alice Perrault  
Highway Division  
Superintendent,  
Richard Slager  
Employees (14)  
Parks & Properties  
Superintendent,  
Harold McLean  
Employees (5)  
Seasonal - P.T.

Chief John P. Ganley  
Commander James Ross  
Lieutenants (5)  
Sergeants (8)  
Patrolmen (30)  
Dispatchers (7)  
Clerical (6)  
Special Officers (29)  
(P.T.)

Public Works (39)

Planning Director,  
Ross Moldoff  
Asst. Planner,  
Kate Welch  
Clerk II,  
Lydia Esnel

Community Development (12)

Finance and  
Admin. Services (19)  
P.T. (2)

Human Services (9)  
P.T. (7), Seasonal (27)

Finance Dept.  
Finance Director,  
Gloria Kurisko  
Asst. Finance Dir.,  
Frances Bernard  
Purchasing Coordinator,  
Marilyn Pearson  
Account Clerk,  
Jackie Delaney  
Account Clerk,  
Susan Galvin  
Account Clerk,  
Rena O'Connell  
Account Clerk,  
Robert Blanchette  
Account Clerk,  
Joan Gallant - P.T.

Building & Inspections  
Building Official/Health  
Official,  
Sam Zammiri  
Admin. Secretary,  
Rosemarie Hartnett  
Building Official,  
Kenneth Diodati  
Engineering Dept.  
Engineering Director,  
Edward Blaine, Jr.  
Admin. Secretary  
Donna Mae D'Agata  
Sr. Technician,  
Joe Chamberlain  
Sr. Technician,  
Francis DeCesaro  
Sr. Technician,  
James Brown

Animal Control  
Paul Weed  
Landfill  
Employees (2)  
Wastewater/Water  
Superintendent,  
George Sealy  
Daniel Pacheco  
Employees (8)  
Fleet Maintenance  
Chief Mechanic,  
J. Frank Callahan  
Employees (3)

Seniors Program  
Sr. Center Coordinator,  
Sally Sweet  
Part-time - (7)  
Assessing Dept.  
Chief Assessor,  
Normand Pelletier  
Deputy Assessor,  
Catherine Melvin  
Joyce Desrosiers  
Jackie Gucciardi  
Data Processing  
Manager,  
John Bernard  
Programmer,  
Karen Landry

Probation Officers  
Brad Mulhern  
Chief Officer,  
Arthur Wymann  
Clerk II,  
Margie Dumbalskas

Town Clerk - Elected  
Barbara Lessard  
Deputy Clerk,  
Mary Fawcett  
Susan Norton  
Ruth Hays - P.T.  
Dee Mau - P.T.

Tax Collector - Elected  
John Lamprey  
Deputy Tax Collector,  
Muriel Marston  
Patricia Carter  
Treasurer - Elected  
Gloria Kurisko - Acting

Town Attorney, Robert Ciandella  
Prosecutor, Diane Gaspar  
Clerk II, Andrea McPherson  
Clerk I, Susan Jones (P.T.)

**Carri • Plodzik • Sanderson**  
accountants & auditors

A. Bruce Carri, CPA  
Stephen D. Plodzik, P.A.  
Robert E. Sanderson, P.A.

193 North Main Street  
Concord, New Hampshire 03301  
Telephone: 603-225-6596

**ACCOUNTANT'S REPORT ON FINANCIAL PRESENTATION**

To the Members of  
the Board of Selectmen  
Town of Salem  
Salem, New Hampshire

We have examined the combined financial statements and the combining, individual fund and account group financial statements of the Town of Salem, New Hampshire as of and for the year ended December 31, 1985, as listed in the table of contents. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

As described in Note 1B, the combined financial statements referred to above do not include financial statements of the General Fixed Asset Group of Accounts which should be included to conform with generally accepted accounting principles.

In our opinion, except that omission of the General Fixed Asset Group of Accounts results in an incomplete presentation, as explained in the above paragraph, the combined financial statements and the combining, individual fund and account group financial statements referred to above present fairly the financial position of the Town of Salem, New Hampshire at December 31, 1985, and the results of its operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Our examination was made for the purpose of forming an opinion on the combined financial statements taken as a whole and on the combining, individual fund and account group financial statements. The accompanying financial information listed as supplemental schedules in the table of contents, including the supplemental Schedule of Federal Assistance, is presented for purposes of additional analysis and is not a required part of the combined financial statements of the Town of Salem, New Hampshire. The information has been subjected to the auditing procedures applied in the examination of the combined, individual fund and account group financial statements and, in our opinion, is fairly stated in all material respects in relation to the combined financial statements taken as a whole.

June 26, 1986

*A. Bruce Carri, CPA*  
CARRI - PLODZIK - SANDERSON

**Carri • Plodzik • Sanderson**  
accountants & auditors

A. Bruce Carri, CPA  
Stephen D. Plodzik, P.A.  
Robert E. Sanderson, P.A.

193 North Main Street  
Concord, New Hampshire 03301  
Telephone: 603-225-6596

**AUDITOR'S REPORT ON INTERNAL ACCOUNTING CONTROLS**

To the Members of  
the Board of Selectmen  
Town of Salem  
Salem, New Hampshire

We have examined the combined financial statements and the combining, individual fund and account group financial statements of the Town of Salem, New Hampshire, for the year ended December 31, 1985, and have issued our report thereon dated June 26, 1986. As part of our examination, we made a study and evaluation of the internal control systems, including applicable internal administrative controls, used in administering Federal financial assistance programs to the extent we considered necessary to evaluate the systems as required by generally accepted auditing standards, the standards for financial and compliance audits contained in the Standards for Audit of Governmental Organizations, Programs, Activities, and Functions, issued by the U.S. General Accounting Office, the Single Audit Act of 1984, and the provisions of OMB Circular A-128. Audits of State and Local Governments. For the purpose of this report, we have classified the significant internal accounting and administrative controls used in administering Federal financial assistance programs in the following categories:

Accounting Controls  
Budgeting Cycle  
Assessing, Levying and Collecting Taxes  
Payroll Cycle  
Expenditure (other than payroll) Cycle  
Electronic Data Cycle  
Revenue Cycle  
Financial Reporting Cycle

Controls Used in Administering Federal Programs

Political Activity  
Davis-Bacon Act  
Civil Rights  
Cash Management  
Relocation Assistance and Real Property Acquisition  
Federal Financial Reports

The management of the Town of Salem, New Hampshire, is responsible for establishing and maintaining internal control systems used in administering Federal financial assistance programs. In fulfilling that responsibility, estimates and judgments by management are required to assess the expected benefits and related costs of control procedures. The objectives of internal control systems used in administering Federal financial assistance programs



Town of Salem

Auditor's Report on Internal Accounting Controls (Continued)

are to provide management with reasonable, but not absolute, assurance that, with respect to Federal financial assistance programs, resource use is consistent with law, regulations, and policies; resources are safeguarded against waste, loss, and misuse; and reliable data are obtained, maintained, and fairly disclosed in reports.

Because of inherent limitations in any system of internal accounting and administrative controls used in administering Federal financial assistance programs, errors or irregularities may nevertheless occur and not be detected. Also, projection of any evaluation of the systems to future periods is subject to the risk that procedures may become inadequate because of changes in conditions or that the degree of compliance with the procedures may deteriorate.

Our study included all of the applicable control categories listed above. During the year ended December 31, 1985, the Town of Salem, New Hampshire expended 100% of its total Federal financial assistance under the major Federal financial assistance programs. With respect to internal control systems used in administering major Federal financial assistance programs, our study and evaluation included considering the types of errors and irregularities that could occur, determining the internal control procedures that should prevent or detect such errors and irregularities, determining whether the necessary procedures are prescribed and are being followed satisfactorily, and evaluating any weaknesses.

With respect to the internal control systems used solely in administering the nonmajor Federal financial assistance programs of the Town of Salem, New Hampshire, our study and evaluation was limited to a preliminary review of the systems to obtain an understanding of the control environment and the flow of transactions through the accounting system. Our study and evaluation of the internal control systems used solely in administering the nonmajor Federal financial assistance programs of the Town of Salem, New Hampshire, did not extend beyond this preliminary review phase.

Our study and evaluation was more limited than would be necessary to express an opinion on the internal control systems used in administering the Federal financial assistance programs of the Town of Salem, New Hampshire. Accordingly, we do not express an opinion on the internal control systems used in administering the Federal financial assistance programs of the Town of Salem, New Hampshire. Further, we do not express an opinion on the internal control systems used in administering the major Federal financial assistance programs of the Town of Salem, New Hampshire.

Also, our examination, made in accordance with the standards mentioned above, would not necessarily disclose material weaknesses in the internal control systems used solely in administering nonmajor Federal financial assistance programs.

However, our study and evaluation and our examination disclosed no condition that we believe to be a material weakness, except as indicated in our management letter of June 26, 1986, in relation to a Federal financial assistance program.

Town of Salem

Auditor's Report on Internal Accounting Controls (Continued)

This report is intended solely for the use of management and the applicable Federal agencies and should not be used for any other purpose. This restriction is not intended to limit the distribution of this report, which, upon acceptance by the Town of Salem, New Hampshire, is a matter of public record.

June 26, 1986

CARRI - PLODZIK - SANDERSON

*C. Paula Carr* CPA

MAJOR PROJECTS APPROVED BY PLANNING BOARD - 1986

APPLICANT	PROJECT	LOCATION	MAP/LOT	Stillian Sub.	8 lot subdiv.	Haverhill Rd.	67-27
Captain's Vil.	10 lot subdiv.	Olde Woode Rd.	77-7A, 7T, 7U	Lancelot Court	Condo conversion	Cluff Cr. Rd.	93-1
Gordon	10 lot subdiv.	Route 111	71-2A	Hafner's	6 stall car wash	S. Broadway	4-4A
Canobie Lake Pk.	Haunted Mine Ride	S. Policy St.	39-18	Salem Bldg. Supply	5,400 s.f.addition	Main Street	15-2&2B
Wickson	36,000 s.f. retail/office bldg.	Ermer Rd/Route 111	66-6B	Rockingham Downs	40,000 retail Ctr.	N. Broadway	34-41
D'Jamcos	9600 s.f. warehouse	Lowell Rd.	98-23	K&P Inc.	10,500 s.f. office/warehouse	Lowell Rd.	115-7765
Chalet Susse	105 room hotel	Keewaydin Dr.	92-29D, 29J	Scott Const.	17,440 s.f. office/warehouse	Northwest Dr.	96-10467
Corinthian Hts.	12 lot subdiv.	Corinthian Dr.	69-4-26	Triumphant Cross	200 Seat Church	Z. Hill Rd.	71-5-3
Harvey Industr.	7200 s.f. warehouse add.	Industrial way	87-6A	Captain's Vil. Sub.	6 lot subdiv.	Olde Woode Rd.	77-7U-7V
Belair/Connell (Brookhollow sub.)	51 lot subdiv.	Town Farm Road/76-17	80-29	Rock. Mall	155,00 s.f.addition	Cluff Cr. Rd.	93-3&3A
99 Site Plan	restaurant	S. Broadway	12-4	Heritage Dev.	27,500 s.f. Industrial Bldg.	Commercial Dr.	96-10467
HCA	Prof. Office	Main Street	15-179	Drivick	4,600 s.f. Office	Main Street	90-56
SEPT	30,000 s.f. Office Bldg.	Stiles Rd.	92-23-1	Parkview Motel	54 unit addition	S. Broadway	13-33A
Keewaydin Sub.	5 lot subdiv.	Commercial Dr.	87-7				
Andcorp Site Plan	14,400 s.f. Industrial Bldg.	Commercial Dr.	91-19-2				
SBR Realty	105,000 s.f. Retail Bldg.	Cluff Rd.	94-3&3A				
Stone Post Sub.	15 lot subdiv.	School St.	27-4				
L.T. Con Sub.	9 lot subdiv.	Haverhill Rd.	70-15				
Salemhaven Site	190 Elderly Housing units	Geremonty Dr.	89-11&11A				
Annaloro	28,600 s.f.addition	S. Policy St.	45-6				
KEM Sub.	14 lot subdiv.	Wheeler Ave.	90-3&23K				
Continental Realty	12,000 s.f. Industrial Bldg.	Delaware Dr.	98-19-2				

# KELLEY LIBRARY STATISTICS 1986

## "DEDICATED TO SERVING YOU"

### ADULT SERVICES:

#### Circulation:

BOOKS, MAGAZINES AND PAPERBACKS.....	113,731
PHONOGRAPH RECORDS, AUDIO CASSETTES, ART PRINTS.....	4,896
VIDEO CASSETTES, FILMS AND AV EQUIPMENT.....	3,275
MUSEUM PASS.....	101
Sub Total.....	122,003
104 BOOK REQUESTS PROCESSED	
2,468 RESERVE NOTICES PROCESSED	
7,575 OVERDUE NOTICES PROCESSED	
14,548 OVERDUE MATERIALS PROCESSED	
1,539 NEW BORROWERS REGISTERED	
3,895 EXISTING BORROWERS RE-REGISTERED	

### CHILDREN'S SERVICES:

#### Circulation:

BOOKS, MAGAZINES AND PAPERBACKS.....	75,180
PHONOGRAPH RECORDS AND AUDIO CASSETTES.....	1,724
BOOKS AND TOYS.....	140
FILMS AND VIDEO CASSETTES.....	9,481
Sub Total.....	86,525
4,274 OVERDUE NOTICES PROCESSED	
9,600 OVERDUE MATERIALS PROCESSED	
454 NEW BORROWERS REGISTERED	
952 EXISTING BORROWERS RE-REGISTERED	
2,878 STORY HOUR ATTENDANCE	
1,635 OTHER PROGRAMS ATTENDANCE	
ADULT & CHILDREN'S CIRCULATION GRAND TOTAL.....	208,528

### INFORMATION AND REFERENCE SERVICES:

REFERENCE AND RESEARCH QUESTIONS ANSWERED	6,621
INTER-LIBRARY LOAN REQUESTS PROCESSED	856
ONLINE DATABASE SEARCHES CONDUCTED	262

### TECHNICAL PROCESSING AND CATALOGING SERVICES:

3,373 HARDCOVER BOOKS CATALOGED AND PROCESSED	
4,534 PAPERBACKS AND OTHER LIBRARY MATERIALS PROCESSED	
1,686 LIBRARY BOOKS AND OTHER LIBRARY MATERIALS WITHDRAWN	

## YOUR LIBRARY CARD GIVES YOU INSTANT ACCESS TO:

THE BEST COLLECTION OF NEW AND POPULAR BOOKS OF ANY LIBRARY IN ROCKINGHAM COUNTY!

*The very latest best-sellers, current books on every subject, magazines, paperbacks, records, films and video cassettes, art prints and sculpture, etc.*  
Our current library collections include:

71,624	BOOKS
23,874	PAPERBACKS
449	MAGAZINE AND NEWSPAPER SUBSCRIPTIONS
3,284	RECORDS AND AUDIO CASSETTES
428	ART PRINTS AND SCULPTURES
426	FILMS AND VIDEO CASSETTES
62	PUBLIC-ACCESS COMPUTER PROGRAMS

## "LANDMARK LIBRARY SERVICE."

- UP-TO-DATE INFORMATION YOU NEED - CAREER, SMALL BUSINESS, PERSONAL FINANCE, HEALTH...
- ACCESS TO POWERFUL ON-LINE DATABASES LIKE DIALOG.
- CURRENT COLLECTIONS OF PRINT AND NON-PRINT MATERIALS, INCLUDING VIDEO CASSETTES.
- MEETING ROOMS - DURING 1986, 777 MEETINGS WERE SCHEDULED FOR OUR THREE FULLY EQUIPPED, FULLY ACCESSIBLE MEETING AND CONFERENCE ROOMS.
- PROGRAMS AND SERVICES FOR EVERYONE.
- A STAFF OF FOURTEEN TRAINED AND KNOWLEDGEABLE LIBRARIANS DEDICATED TO SERVING YOU!
- A COMFORTABLE, MODERN BUILDING IN WHICH TO READ, BROWSE OR STUDY.

MANY PEOPLE SAY, "IT'S THE BEST LIBRARY I HAVE EVER USED."



# ASSESSING DEPARTMENT

## SUMMARY INVENTORY

	1985	1986
LAND	194,031,620	199,192,510
BUILDINGS	371,428,900	394,079,350
GAS COMPANIES	151,000	395,500
OIL PIPELINE	7,094,000	7,082,900
TOTAL GROSS VALUATION	572,705,520	600,750,260
ELDERLY EXEMPTIONS	3,832,000	3,653,600
BLIND EXEMPTIONS	97,200	135,000
TOTAL NET VALUATION	568,776,320	596,961,660
TAXES BEFORE VETERANS EXEMPTION	19,850,294	20,290,727
MINUS VETERANS EXEMPTION	110,100	107,338
NET PROPERTY COMMITMENT	19,740,194	20,183,389
TAX RATE	34.90	33.99
TOTAL CURRENT USE ACREAGE	2654	2660
TOTAL FULL VALUE	5,960,000	5,902,810
CURRENT USE VALUE	223,450	219,490
ASSESSMENT ASSESSMENT REDUCTION DUE TO CURRENT USE	5,736,550	5,683,320

Normand Pelletier CNHA  
Chief Assessor

# REPORT OF TOWN CLERK

1 9 8 6

## Automobile Tax Permits

1986 (30,834) \$2,067,466.00

## Dog Licenses

1985 ( 25) 54.60  
1986 ( 1,193) 4,927.05

## Title Fees

8,797.00

## Certified Copies

1,984.00

## Uniform Commercial Code Filings

8,299.00

## Collection Fees

470.00

## Filing Fees

39.00

## Recording Fees

6.00

## Legal Fees--Dogs

160.00

## Drudge & Fill Permits

74.00

## Pole Permits

200.00

## Marriage License Fees

6,500.00

## Miscellaneous

30.07  
\$2,099,006.72

Less Remittance to State of NH  
for Marriage License Fees

- 6,500.00  
\$2,092,506.72

Barbara M. Lessard  
Town Clerk, Salem, NH

# REPORT OF TOWN CLERK

## VITAL STATISTICS

1 9 8 6

## Recorded in Town Clerk's Office:

### Marriages

485

### Births (Born in Salem, NH)

1

### Deaths, Salem Residents

129

### Deaths, non-Residents

47

### (Buried in Salem, NH)

Barbara M. Lessard  
Town Clerk, Salem, NH

# TAX COLLECTOR'S REPORT

Fiscal Year Ended December 31, 1986

Town of Salem, N.H.

DR.

Uncollected Taxes-Beginning of Fiscal Year		\$	1986	1985	1984	Prior	National Bank Stock	
Property Taxes				\$1462013.01	\$3853.23	\$20091.74	Yield Taxes	10.24
Resident Taxes				66840.00	36270.00	37410.00	Sewer Rents	3608.36
Land Use Charge Taxes				6000.00			Interest Collected During Year	83900.18
Yield Taxes				283.94	1026.70	405.61	Penalties Collected	10300.00
Sewer Rents				194510.17	194510.17	194510.17		2105.00
Taxes Committed To Collector:								
Property Taxes		20186837.00					Property Taxes	4633.00
Resident Taxes		223150.00					Resident Taxes	2460.00
National Bank Stock Taxes		10.24					Yield Taxes	2830.00
Land Use Charge Taxes		120300.00					Sewer Rents	2588.17
Yield Taxes		4099.34						
Sewer Rents		873643.10					Uncollected Taxes-End of Fiscal Year:	
Added Taxes							Property Taxes	1228267.34
Property Taxes		30478.00					Resident Taxes	78510.00
Resident Taxes		21750.00					Sewer Rents	209765.72
Overpayments							Yield Taxes	283.94
a/c Property Taxes		38054.11					Land Use Charge Taxes	10000.00
a/c Resident Taxes		1030.00						

Total Debts \$21720968.98

Report subject to Audit

John H. Lamprey, Tax Collector

## SUMMARY OF TAX SALES ACCOUNTS

Town of Salem			1986		CR.
	1985	1984	1983		
Unredeemed December 31, 1985					
Taxes Sold to Town During		\$109,066.92	\$ 65,434.56		
Current Year	\$49,453.92			Redemptions to Town	\$20,540.37
Interest Collected after sale	810.03	10,880.24	23,850.72	Interest and Costs after sale	810.03
Excess Credits		.04	14.00	Abatements	618.52
				Decided to Town	197.58
				Unredeemed Taxes	
Total Debits	\$50,262.95	\$119,947.20	\$ 89,299.28	December 31, 1986	28,096.45
					57,229.29
					875.16
				Total Credits	\$50,262.95
					\$119,947.20
					\$ 89,299.28

Report Subject to Audit

John H. Lamprey, Tax Collector



# CONSERVATION FUND 1986

Cash on Hand January 1, 1986  
Receipts:  
Interest:  
From Town of Salem

19,811.33  
1,063.08  
1,000.00

21,874.41

Expended:

-0-

Balance December 31, 1986

21,874.41

## CAPITAL PROJECTS FUND

PURPOSE	APPROP. 1986	PRIOR YEAR CARRYOVERS	EXPENDED	ENCUMBERED	BALANCE + (-)
---------	-----------------	--------------------------	----------	------------	------------------

Sewer Fund	279,178		279,178		
Sewer Const. I		1,687,812	1,353,901	333,911	
Sewer Const. II		1,335,920	215,139	1,120,781	
Water Sys. Imp.		42,992	42,992		
Water Facilities		1,123,791	1,123,791		
Road Imp.		23,752	8,205	15,547	
Landfill Imp.		15,398		15,398	
Dam Repairs		2,343		2,343	

279,178    4,232,008    3,023,206    1,487,980

## Federal Revenue Sharing

1986

APPROP. 1986	PRIOR YEARS CARRYOVERS	EXPENDED	ENCUMBERED	BALANCE + (-)
-----------------	---------------------------	----------	------------	------------------

Comm. Console	80,000		232	79,768
Road Imp.	15,853		15,853	
Rt 28 Water	190,000		174,629	15,371
Open Space Land		38,786		38,786
Microfilming Records		3,779		
Voting Eq.		2,000	522	3,257
Fire Equip.		139,989		2,000
Eng Serv. Spicket River		20,000		20,000
Ballfield MGP		5,698		5,698
Water Study		327		327

285,853    210,579    337,250    118,396    40,786

# SEWER DEPARTMENT

PURPOSE	APPROP. 1986	EXPENDED 1986	ENCUMBERED 1986	BALANCE + (-)
Personal Services	68,382	71,449		(3,067)
Supplies	1,250	1,251	128	(129)
Services & Other Charges	1,321,868	1,270,433	74	51,361
	<u>1,391,500</u>	<u>1,343,133</u>	<u>202</u>	<u>48,165</u>

	Budget	Received	Balance
Revenue-1986	1,391,500	1,515,302	123,802

# WATER DEPARTMENT

PURPOSE	APPROP. 1986	EXPENDED 1986	ENCUMBERED 1986	BALANCE + (-)
Personal Services	249,613	205,377		44,236
Supplies	55,714	45,954	1,736	8,024
Services & Other Charges	798,888	555,321	214	243,353
Equipment	67,000	10,925	34,539	21,536

1,171,215    817,577    36,489    317,149

	Budget	Received	Balance
Revenue-1986	1,171,215	978,398	(192,817)

STATEMENT OF APPROPRIATION - TAXES ASSESSED - 1986

General Government

Town Officer's Salaries	44,521
Town Officer's Expenses	873,151
Election and Registration Expenses	31,118
Cemeteries	118,133
General Government Buildings	118,056
Legal Expenses	56,203

Public Safety

Police Department	2,710,698
Fire Department	2,500,317
Civil Defense	21,554
Building Inspection	198,746

Highways, Street, Bridges

Town Maintenance	157,296
General Highway Department Expenses	985,636
Street Lighting	220,241
Road Improvements	38,043
Drainage Study	40,000
Capital Reserve-Roads	45,000

Sanitation

Solid Waste Disposal	310,879
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Health

Animal Control	36,847
208 Water Quality	8,000
RCCAP	3,303
Seacoast Task Force	1,000
Rockingham Hospice	2,000

Welfare

General Assistance	134,019
Old Age Assistance	12,000
Outside Human Service Organization	45,334
DVNA	11,834
RSVP	1,600

Culture and Recreation

Library	559,800
Parks and Recreation	197,372
Patriotic Purposes	9,800
Elderly Programs	73,922

Debt Service

Principal of Long-Term Bonds & Notes	661,772
Interest Expense-Long-Term Bonds & Notes	440,393
Interest Expense-Tax Anticipation Notes	125,000

Capital Outlay

Soccer Field	50,000
Police Console-Revenue Sharing	80,000
Water Line-Rt 28-Revenue Sharing	190,000
Road Improvement-Revenue Sharing	18,888
Equipment	255,754

Miscellaneous

Road Improvement	38,043
Municipal Water Department	1,171,215
Municipal Sewer Department	1,391,500
Insurance	347,400
Pension (Retirees)	20,782
Retired Pool/Sick Leave Buy Back	35,000
Salary Adjustment	52,428

TOTAL APPROPRIATIONS:

14,797,604

SOURCES OF REVENUETaxes

Resident Taxes 239,150  
 National Bank Stock Taxes 10  
 Yield Taxes 1,250  
 Interest and Penalties on Taxes 150,000  
 Boat Tax 15,000

Intergovernmental Revenues - State

Shared Revenue - Block Grant 347,732  
 Highway Block Grant 237,007  
 Railroad Tax 22  
 State Aid Water Pollution Projects 34,784

Intergovernmental Revenues - Federal

CDBG 13,700  
 HCRS 300  
 Soccer Field 25,000

License and Permits

Motor Vehicle Permit Fees 1,900,000  
 Dog Licenses 6,000  
 Business Licenses, Permits & Filing Fees 245,500

Charges For Services

Income From Departments 270,500  
 Rent of Town Property 20,000  
 Outside Police Detail 350,000  
 Recreation Fees & Charges 56,000  
 Rent of Court House 135,000

Miscellaneous Revenues

Interests on Deposits 300,000  
 Sale of Town Property 30,000  
 Road Programs 38,043  
 Trust Fund Income 26,000  
 Cable Franchise 18,000

Other Financing Sources

Income From Water and Sewer Departments 2,562,715  
 Withdrawals From Capital Reserve 45,000  
 Revenue Sharing Fund 282,619  
 Fund Balance 580,000  
 Payment in Lieu of Taxes 20,000  
 Return on Comp Programs 100,000

TOTAL REVENUES AND CREDITS 8,049,332

TAX RATE COMPUTATION

Total Town Appropriation	14,797,604
Total Revenues and Credits	- 8,049,332
Net Town Appropriations	6,748,272
Net School Tax Assessment	13,127,796
County Tax Assessment	760,991
Total of Town, School, and County	20,637,059
Deduct Total Business Profits Tax Reimbursement	653,696
Add War Service Credits	107,338
Add Overlay	200,026
Property Taxes to be Raised:	20,290,727

Valuation	Tax Rate
596,961,660	X 33.99
<u>Property Taxes to be Raised</u>	
20,290,727	



STATEMENT OF EXPENDITURES

Governing Bodies	57,049	Capital Reserve - Roads	45,000
District Court	363,560	Overlay	15,119
Town Manager	109,135	Miscellaneous	12,694
Tax Collector	85,120	School District	11,729,737
Town Clerk	99,211	County Tax	760,991
Personnel	105,812	Temporary Loans	3,500,000
Boards and Committees	17,044		
Elections	26,832		
Finance	206,189		
Data Processing	169,511		
Assessing	110,979		
Municipal Buildings	161,352		
Legal	60,711		
Fringe Benefits	65,894		
Police Department	2,661,909		
Fire Department	2,656,459		
Resources and Development	209,643		
Civil Defense	8,402		
Animal Control	41,112		
Public Works	1,553,306		
Street and Traffic Lighting	215,545		
Outside Human Services	45,124		
Welfare	116,891		
Recreation	186,529		
Library	546,625		
Elderly	63,733		
Community Contributions	9,750		
Debt Service	1,080,930		
Capital Improvements	55,505		
Insurances	245,024		
Road Improvements	36,434		
Drainage Study	15,954		
Derry Visiting Nurses Association	11,834		
Rockingham Hospice	2,000		
Seacoast Task Force	1,000		
Rockingham County CAP	3,303		
208 Water Quality	989		
Retired Senior Volunteer Program	1,600		
			27,471,541

STATEMENT OF RECEIPTS

Property Tax - Current Year	20,216,523
Resident Tax - Current Year	242,000
Resident Tax - Previous Years	1,280
National Bank Stock Tax	35
Boat Tax	10,120
Current Use Tax	18,000
Yield Tax	1,057
Interest on Taxes	114,541
Resident Tax Penalties	2,397
NH Shared Revenue	997,901
Railroad Tax	20
Highway Block Grant	237,007
Civil Defense	1,670
CDBG	505
Water Pollution Projects	30,413
Auto Permits	2,064,659
Title Fees	8,794
Dog Licenses	4,982
Recording and Other	17,320
Trotting and Racing	102,300
Building Permits	111,103
Electrical Permits	5,373
Plumbing Permits	6,525
Misc. Inspection Fees	5,360
Cable Franchise	22,059
Sunday Sales	11,854
Payment in Lieu of Taxes	22,389
Outside Police Detail	387,777
Parking Fines	12,149
Police Alarms	9,375
Misc. F.D. Charges	10,990
Ambulance Fees	50,585
Misc. F.D. Charges	6,045
Public Hearings	15,806
Land Use Ordinance	2,168
Court Fines	5,979
Misc. General Government	3,257
Public Works Charges	19,895
Cemetery Charges	16,028
Animal Control Fees	834
Welfare Liens	9,194
Welfare Reimbursement	7,368
Recreation Fees	48,440
Library Fees	16,064
Interest Earnings	332,660
Rent of Town Property	20,229
Return-Comp Programs	113,932
Income From Trust Funds	24,196
Courthouse Lease	130,000
Capital Reserve - Roads	49,436
Sale of Town Property	71,599
Sewer Adm. Charges	55,700
Water Adm. Charges	60,000
Misc. Revenues	12,501
Use of Fund Balance	580,000
Temporary Loans	3,500,000
	<u>29,828,394</u>

STATEMENT OF TOWN DEBT  
FOR THE YEAR ENDING DECEMBER 31, 1986

<u>ISSUE</u>	<u>AMOUNT ORIGINAL ISSUE</u>	<u>INTEREST RATE</u>	<u>FINAL PAYMENT</u>	<u>1/1/86 OUTSTANDING DEBT</u>	<u>RETIRED DURING YEAR</u>	<u>OUTSTANDING PRINCIPAL 12/31/86</u>	<u>PRINCIPAL DUE 1987</u>	<u>PAYMENTS SUBSEQUENT YEARS</u>
<u>WATER BONDS</u>								
Issued 1961	450,000	3.80	7/01/91	120,000	20,000	100,000	20,000	80,000
Issued 1965	550,000	3.40	7/15/95	150,000	15,000	135,000	15,000	120,000
Issued 1967	200,000	4.40	9/15/97	60,000	5,000	55,000	5,000	50,000
Issued 1972	600,000	5.0	1/15/92	210,000	30,000	180,000	30,000	150,000
Issued 1978	780,000	6.75	12/01/98	480,000	40,000	440,000	40,000	400,000
Issued 1982	250,000	9.009	12/01/97	190,000	20,000	170,000	20,000	150,000
Issued 1985	600,000	9.25	3/01/05	600,000	30,800	569,200	30,800	538,400
Issued 1986	<u>1,250,000</u>	<u>7.38</u>	<u>7/15/01</u>	<u>1,250,000</u>	<u>-</u>	<u>1,250,000</u>	<u>85,000</u>	<u>1,165,000</u>
	4,680,000			3,060,000	160,800	2,899,200	245,800	2,653,400

SEWER BONDS

*Issued 1963	1,620,000	3.0	4/01/93	570,000	65,000	505,000	65,000	440,000
*Issued 1967	500,000	4.20	9/15/97	140,000	20,000	120,000	20,000	100,000
Issued 1969	185,000	6.50	12/01/89	25,000	10,000	15,000	5,000	10,000
*Issued 1969	650,000	6.30	12/01/89	120,000	30,000	90,000	30,000	60,000
Issued 1972	655,000	5.0	1/15/92	210,000	30,000	180,000	30,000	60,000
Issued 1973	825,000	5.20	10/01/93	320,000	40,000	280,000	40,000	240,000
*Issued 1974	190,000	5.50	6/01/93	80,000	100,000	700,000	100,000	600,000
Issued 1978	450,000	6.75	12/01/98	275,000	25,000	250,000	25,000	225,000
Issued 1982	600,000	9.009	12/01/97	454,500	48,500	406,000	48,500	357,500
Issued 1985	<u>6,200,000</u>	<u>9.25</u>	<u>3/01/05</u>	<u>6,200,000</u>	<u>319,200</u>	<u>5,880,800</u>	<u>319,200</u>	<u>5,561,600</u>
	13,585,000			9,114,500	687,700	8,426,800	682,700	7,744,100

MUNICIPAL BONDS

Issued 1982	2,100,000	9.009	12/01/97	1,591,500	169,500	1,422,000	169,500	1,252,500
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HIGHWAY BONDS

Issued 1979	1,700,000	5.70	5/1/94	950,000	125,000	825,000	125,000	700,000
Issued 1982	<u>150,000</u>	<u>9.009</u>	<u>12/01/97</u>	<u>114,000</u>	<u>12,000</u>	<u>102,000</u>	<u>12,000</u>	<u>90,000</u>
	1,850,000			1,064,000	137,000	927,000	137,000	790,000
<u>TOTALS</u>	<u>22,215,000</u>			<u>14,830,000</u>	<u>1,155,000</u>	<u>13,675,000</u>	<u>1,235,000</u>	<u>12,440,000</u>

\*PAYMENTS OF PRINCIPAL AND INTEREST GUARANTEED BY STATE OF NEW HAMPSHIRE



COMPARATIVE STATEMENT OF APPROPRIATIONS  
GENERAL FUND  
1986

COMPARATIVE STATEMENT OF RECEIPTS  
GENERAL FUND  
1986

ACCOUNT	BUDGET 1986	EXPENDED 1986	ENCUMBERED 1986	BALANCE + (-)	ESTIMATED 1986	ACTUAL 1986	EXCESS (DEFICIT)
Governing Bodies	44,521	57,049	4,610	(17,138)			
District Court	336,041	333,560	1,050	(8,569)	20,216,523	20,216,523	-
Town Manager	111,295	109,135		2,160	239,150	243,280	4,130
Tax Collector	85,475	85,120		355	10	35	25
Town Clerk	96,984	99,211		(2,227)	15,000	10,120	(4,880)
Personnel	70,548	70,813		(35,265)	-	18,000	18,000
Boards & Commissions	23,057	17,044		6,013	1,250	1,057	(193)
Elections	31,118	26,832		4,286	150,000	116,938	(33,062)
Finance	199,610	206,189	532	(7,111)			
Data Processing	177,214	169,511		7,703			
Assessing	108,968	110,979		(2,011)			
Municipal Buildings	118,056	161,352	1,870	(45,166)			
Legal	56,203	60,711	875	(5,383)			
Benefits	108,210	65,894		42,316	998,194	997,901	(293)
Police Department	2,710,698	2,661,909	15,398	33,391	22	20	(2)
Fire Department	2,500,317	2,656,457	19,918	(176,060)	237,007	237,007	
Resources & Dev.	198,746	209,643	602	(11,499)		1,670	-
Civil Defense	21,554	8,402		13,152	13,700	500	(13,200)
Animal Control	36,847	41,112		(4,265)	34,784	30,413	(4,371)
Public Works	1,571,944	1,553,306	20,328	(1,690)	25,300	-	(25,300)
St. & Traffic Lts.	220,241	215,545		4,696			
Outside HS Org.	45,334	45,424		29,128			
Welfare	146,019	116,891	6,613	4,230			
Recreation	197,372	186,529		13,175			
Library	559,800	546,625		8,011			
Elderly Programs	73,922	63,733	2,178	50			
Community Cont.	9,800	9,750		50			
Debt Service	1,227,165	1,080,930		146,235	1,900,000	2,064,659	164,659
Capital Improvements	255,754	55,505		1,835	90,000	136,837	46,837
Insurance	347,400	245,024	198,414	102,376	506,000	508,711	2,711
Special Articles	238,823	118,114		39,652	350,000	387,777	37,777
Misc. Expense	-	12,697	81,057	(12,697)	300,000	332,660	32,660
Overlay	200,026	15,119		184,907	20,000	20,229	229
					20,000	22,389	2,389
					20,000	113,936	13,936
					26,000	24,196	(1,804)
					135,000	130,000	(5,000)
					45,000	49,436	4,436
					30,000	71,599	41,599
					38,043	12,501	(25,542)
					580,000	580,000	-
School & County	12,149,062	11,480,817	353,445	314,800	26,070,983	26,328,394	257,411
	12,490,728	12,490,728					
	<u>24,639,790</u>	<u>23,971,545</u>					

SELECTMAN for three years

GARY C. BERGERON	21	<input type="checkbox"/>
CHARLES W. COLL	22	<input type="checkbox"/>
JOSEPH W. GAGNON	23	<input type="checkbox"/>

BUDGET COMMITTEE for three years

FRED A. KRUSE	26	<input type="checkbox"/>
ROLAND MAHER	27	<input type="checkbox"/>

BUDGET COMMITTEE for one year

TERRENCE J. GERLICH	30	<input type="checkbox"/>
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TOWN MODERATOR for two years

LAURENCE BELAIR	33	<input type="checkbox"/>
DONALD L. ROULSTON	34	<input type="checkbox"/>

SUPERVISOR OF CHECKLIST for six years

SHEILA M. MURRAY	37	<input type="checkbox"/>
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LIBRARY TRUSTEE for three years

RICHARD J. O'SHAUGHNESSY	40	<input type="checkbox"/>
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TRUSTEE OF TRUST FUNDS for three years

HARLEY G. FEATHERSTON	43	<input type="checkbox"/>
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CHARTER STUDY COMMISSION for one year MORE THAN SIX

SHEILA BARRON-CASEY	46	<input type="checkbox"/>
FRANCES J. BRENNAN	47	<input type="checkbox"/>
ARTHUR W. CAMPBELL	48	<input type="checkbox"/>
HARLEY G. FEATHERSTON	49	<input type="checkbox"/>
DAVID M. GROFF	50	<input type="checkbox"/>
STEPHAN W. HAMILTON	51	<input type="checkbox"/>
MARK A. PEARSON	52	<input type="checkbox"/>
ALBERT RAYMOND	53	<input type="checkbox"/>

## ARTICLE 2

Shall a charter commission be established for the purpose of establishing a new municipal charter?

YES	59	<input type="checkbox"/>
NO	60	<input type="checkbox"/>

## ARTICLE 3

By Petition: Shall we adopt the provisions of RSA 72:37 for the exemption for the blind from property tax? This statute provides that every inhabitant who is legally blind shall be exempt each year from the property tax on a residence to the value of \$15,000.

YES	62	<input type="checkbox"/>
NO	63	<input type="checkbox"/>

## ARTICLE 4

Shall the powers and duties of the office of collector of taxes be transferred from said office to that of town manager?

YES	66	<input type="checkbox"/>
NO	67	<input type="checkbox"/>

## ARTICLE 5

Are you in favor of the adoption of Amendment No. 1 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would revise Section 309-114 of the Zoning Ordinance, dealing with violations and penalties, to conform with state law RSA 676:17.)

YES	69	<input type="checkbox"/>
NO	70	<input type="checkbox"/>

## ARTICLE 6

Are you in favor of the adoption of Amendment No. 2 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would delete Section 309-48A of the Zoning Ordinance, which allows special exceptions for zoning requirements in the Commercial District.)

YES	74	<input type="checkbox"/>
NO	75	<input type="checkbox"/>



## ARTICLE 7

Are you in favor of the adoption of Amendment No. 3 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would allow the Board of Adjustment to grant special exceptions for in-law conversions in Residential and Rural Districts if certain conditions are met.)

YES 78 ☐ NO 79 ☐

## ARTICLE 8

Are you in favor of the adoption of Amendment No. 4 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would add a new Section 309-51 D to the Zoning Ordinance to allow churches, parish houses, and convents in the Recreational District.)

YES 83 ☐ NO 84 ☐

## ARTICLE 9

Are you in favor of the adoption of Amendment No. 5 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would revise the sections of the Zoning Ordinance dealing with year-round conversion of seasonal properties. Conversions would be restricted unless lot size, frontage, setback, and septic system requirements are met.)

YES 88 ☐ NO 89 ☐

## ARTICLE 10

Are you in favor of the adoption of Amendment No. 6 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would specify the minimum lot size and frontage requirements in the Business Office Districts.)

YES 93 ☐ NO 94 ☐

## ARTICLE 11

Are you in favor of the adoption of Amendment No. 7 as proposed by the Planning Board for the Town Zoning Ordinance as follows? (This amendment would create a new Open Space Residential District which permits single and two-family dwellings with smaller lot size and frontage requirements in Residential and Rural Districts (areas of 10 acres or more) provided that 35% of the site remains as open space. Developments in this district would have an overall density no greater than that permitted in the underlying districts. Restrictions on setbacks, frontage, height, and open space are specified.)

YES 97 ☐ NO 98 ☐

## ARTICLE 12

Are you in favor of the adoption of Amendment No. 8 as proposed by the Planning Board for the Town as follows? (This amendment would repeal the 1976 National Building Code and adopt the 1984 BOCA Basic/National Building Code and amendments thereto.)

YES 105 ☐ NO 106 ☐

## ARTICLE 13

Are you in favor of the adoption of Amendment No. 9 as proposed by the Planning Board for the Town as follows? (This amendment would adopt the 1984 BOCA Fire Prevention Code, and amendments thereto.)

YES 110 ☐ NO 111 ☐

## ARTICLE 14

Are you in favor of the adoption of Amendment No. 10 as proposed by the Planning Board for the Town as follows? (This amendment would adopt the 1981 Life Safety Code, and amendments thereto.)

YES 114 ☐ NO 115 ☐

## ARTICLE 15

Are you in favor of the adoption of Amendment No. 11 to the Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located off Bridge Street shown on Salem Tax Map 90, Lot 8, from partly Rural and partly Residential to all Residential). The Planning Board disapproves this amendment.

YES 117 ☐ NO 118 ☐

## ARTICLE 16

Are you in favor of the adoption of Amendment No. 12 to the Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located on the north side of Main Street, between Clinton Street and Sullivan Avenue, shown on Salem Tax Map 41, Lots 46, 47, 47A and 48, from Residential to Business-Office District I.) The Planning Board disapproves this amendment.

YES 123 ☐ NO 124 ☐

## ARTICLE 17

Are you in favor of the adoption of Amendment No. 13 to the Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located on the south side of Veterans Memorial Parkway, shown on Salem Tax Map 94, Lot 4-1, from partly Residential and partly Commercial-Industrial C to all Commercial-Industrial C.) The Planning Board approves this amendment.

YES 130 ☐ NO 131 ☐



## ARTICLE 18

Are you in favor of the adoption of Amendment No. 14 to the Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located on the north side of Main Street, between School Street and North Main Street, shown on Salem Tax Map 20, Lot 44, from Residential to Commercial-Industrial C.) The Planning Board disapproves this amendment.

YES **136** ☐  
NO **137** ☐

## ARTICLE 21

Are you in favor of the adoption of Amendment No. 17 to the Zoning Ordinance as proposed by petition of the voters of this town? (This amendment would amend the section of the Zoning Ordinance dealing with season's greetings and political signs.) The Planning Board approves this amendment.

YES **156** ☐  
NO **157** ☐

## ARTICLE 19

Are you in favor of the adoption of Amendment No. 15 to the Zoning Ordinance as proposed by petition of the voters of this town? (This amendment would repeal the existing wetlands section of the Zoning Ordinance and replace it with a Wetlands Conservation Overlay District. The new district would include those areas that contain swamps, marshes, poorly or very poorly drained soils, and wetland vegetation. Separate sections of the ordinance discuss disputed boundaries, permitted uses, special use permits, buffer provisions, assessment, and enforcement.) The Planning Board disapproves this amendment.

YES **143** ☐  
NO **144** ☐

## ARTICLE 22

Are you in favor of the adoption of Amendment No. 18 to the Zoning Ordinance as proposed by petition of the voters of this town? (This amendment would create a new Adult Manufactured Housing District and rezone land in the southwest corner of Salem, shown on Tax Map 102, Lots 3 and 4, from Rural to Adult Manufactured Housing. The new district would permit manufactured housing/mobile homes to be occupied by no more than two adults (45 years old and over) per unit. Restrictions on setbacks, screening, size and density are specified.) The Planning Board disapproves this amendment.

YES **163** ☐  
NO **164** ☐

## ARTICLE 20

Are you in favor of the adoption of Amendment No. 16 to the Zoning Ordinance and Zoning Map as proposed by petition of the voters of this town? (This amendment would rezone property located on the north side of Lowell Road, shown on Salem Tax Map 98, Lot 12, from Rural to Commercial-Industrial B.) The Planning Board approves this amendment.

YES **151** ☐  
NO **152** ☐

END OF BALLOT

# TOWN OFFICERS 1986

## ADMINISTRATION

Selectmen - Three Year Term  
Howard C. Glynn, Chairman  
1989  
Ronald J. Belanger  
1987  
Stephen Buco  
1988  
David B. Tilton, Sr.  
1988  
Charles W. Coll  
1989

## Town Manager

Thomas M. Malena

## District Court

Justice Robert D. Marshall  
1986  
Clerk of Court David Walden  
Clerk Probation Officer Brad Mulhearn  
Probation Officer Arthur Wyman

## Moderator - Two Year Term

Donald Rouleston  
1988

## Town Clerk - Three Year Term

Barbara Lessard  
1987

## Tax Collector - Three Year Term

John H. Lamprey  
1987

## Treasurer - Three Year Term

Richard Driscoll  
1987

## Finance Director

Gloria Kurisko

## Budget Committee - Three Year Term

Fred Kruse  
1989  
Everett McBride  
1988  
Walter Drake  
1987  
Roland Maher  
1989  
Arthur Gerlich  
1987  
Andrea Rouleston, School Board Rep.  
David Tilton, Sr., Selectman Rep.

## Chief Assessor

Normand Pelletier

## Personnel Director

Nicholas Manolis

## Chief of Police Department

John P. Ganley

## Chief of Fire Department

Donald B. Bliss

## Engineering Director

Edward J. Blaine, Jr.

## Planning Director

Ross A. Moldoff

Kate Welch, Assistant Planner

## Legal Department

Robert Ciandella, Town Attorney  
Diane Gaspar, Town Prosecutor

## Buildings and Inspections Department

Samuel Zammiri, Chief Inspector  
Stillman Kealey, Jr., Building Official  
Ken Diodati, Building Official

## Human Services

Robert Loranger, Welfare Administrator  
Brian Ross, Recreation Director  
Sally Sweet, Seniors Coordinator

## Civil Defense

Coco, Director  
William Loeffler, Deputy Director  
Donald Rouleston, Deputy Director  
Library  
Edward Reed, Director  
Eleanor Strang, Assistant Director

## Library Trustees - Three Year Term

Richard O'Shaughnessy, Chairman  
1989  
Anna C. Willis  
1988

## BOARDS AND COMMISSIONS

### Board of Adjustment - Five Year Term

Philip DeRosa, Chairman  
1987  
Peter Tokanel  
1988  
C. M. Farnham  
1990  
Kenneth Folsom  
1991

### Alternates - One Year Term

Phyllis Raynowska  
1987  
Rita Wefers  
1987  
Francis Champoux  
1987  
Gerald Forcier  
1987  
Edith Desrosiers  
1987

### Planning Board - Five Year Term

Emil Corrente, Chairman  
1990  
Robert Campbell  
1987  
William Fry  
1991  
B. Randy Thompson  
1991  
Richard Campbell  
1991  
Richard Greer  
1991  
Stephen Buco, Selectman Rep

### Recreation Advisory Board, Stagyard Term

Philip Cammarata, Chairman  
1988  
Rody Michaud  
1988  
John J. McLaughlin  
1988  
Richard Cooney  
1988  
Everett McBride  
1989  
Donald Jutton  
1989  
Connie Doucette  
1989  
Michael Burke  
1989

### 208 Water Quality Advisory Committee

Clifford Sullivan, Chairman  
Albert Raymond, V. Chairman  
Sheila Barron Casey, Co-Sec.  
Lydia Esnel, Co-Sec.

Royard Glynn

Thomas Stewart

Chuck Stewart

Gary Wright

Raymond Thompson

Royal Rouleston

Ronald Valentine

Thomas Desrosiers

Ronald Belanger, Selectman Rep.

### Supervisors of the Checklist - Six Year Term

Sheila Murray, Chairperson  
1992  
Joan Sabatini  
1988  
Janice Habib  
1990

### Trustees of Trust Funds - Three Year Term

Hobart Spring  
1987  
Glen Falkenham  
1988  
Harley Featherston  
1989

### Mosquito Control Commission - Three Year Term

Richard F. Seyfried, Chairman  
1987  
Sam Burke  
1988  
David Tilton, Sr., Selectman Rep.

## Museum Committees

Desrosiers  
Beverly Glynn  
Ernest Mack  
Dorothy Burnt  
Louise Ackerman  
Stephen Buco, Selectman Rep.  
Ex-Officio: Arthur Mueller

### Conservation Commission - Three Year Term

George P. Jones, III, Chairman  
1988  
William Schultz  
1989  
Earl Merrow  
1987  
G. Fredy Tilton  
1988  
Jack Garabedian  
1987  
Ronald Belanger, Selectman Rep.  
Ross Moldoff, Planning Board Rep.

### Council on Aging - Three Year Term

Doris Desrosiers  
1989  
Lis Washington  
1989  
Mary Barton  
1989  
Marion Robinson  
1987  
Della Highfield  
1987  
Kathleen Digregorio  
1987  
Claudette Patrick  
1987  
Doris Flaherty  
1987  
Irene Pallaria  
1987  
Sandra Merrill  
1987  
Ruby Nazarian  
1987  
Ellen Greer  
1988  
Roy Hodson, Gurney  
1988  
Walter Eddy  
1988  
George Goodman  
1988  
David Tilton, Sr., Selectman Rep.

### Highway Safety Committee

Don Gray, Chief of Police, Chairman  
Donald Bliss, Fire Chief  
Ronald Belanger, Selectman Rep.  
Frank DeCesare, Engineering  
Dr. Paul Johnson, School Rep.  
Bert Ford, Cochelle  
Edward Newman  
James Coen

### Historic District Commission - Three Year Term

Edith Desrosiers, Chairperson  
1988  
Bertrice Goodbury  
1989  
Doris Flaherty  
1989  
Louise Ackerman  
1988  
Paula Mailoux  
1988  
Stephen Buco, Selectman Rep.

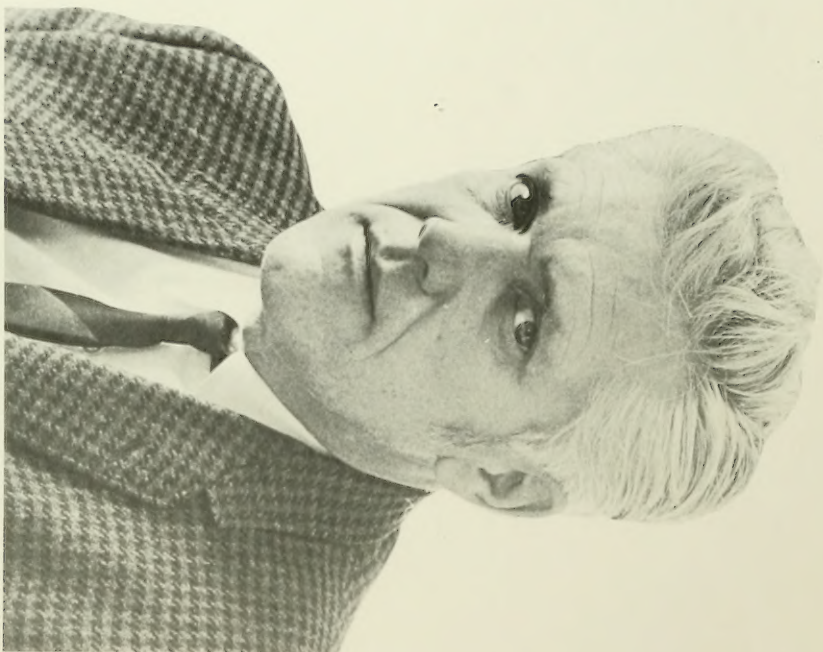
### Housing Authority - Five Year Term

James Desrosiers, Chairman  
1990  
Exec. Dir. Nancy Rochira  
Michael Carney, V. Chair  
1987  
Doris Beshera  
1991  
Raymond Bower  
1989









*In Memory of Fred Staples  
One of Salem's First Town Managers  
Deceased November 30, 1986*